



December 6, 2016

Office of the Salem County Purchasing Agent
110 Fifth Street, Suite 400
Salem, New Jersey 08079
Attention: Jessica Bishop, Purchasing Agent

Dear Ms. Bishop:

Enclosed, please find CFG Health Systems, LLC's response to the request for proposals for Psychological/Psychiatric Services for Salem County. In our 17 years as a provider of behavioral healthcare services in correctional settings and of evaluations for law enforcement personnel, CFG has gained considerable expertise and an excellent reputation. We have served Salem County in this capacity for the past eleven years. Throughout our tenure, CFG has worked diligently to meet all requirements, while ensuring services are both of a high caliber and are cost-effective.

CFG's corporate headquarters are located at 765 East Route 70, Building A-100, Marlton, NJ 08053.

The contact person for all correspondence associated with this proposal is:

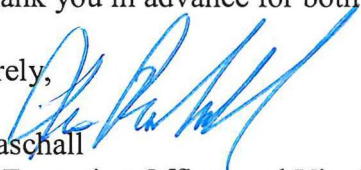
Joel Friedman, Ph.D.
Clinical Director
Phone: 856.797.4735
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CFG Health Systems, LLC, takes no exception to the specifications of the RFP and acknowledges that the contents of the successful proposal may become contractual obligations, should a contract ensue.

Please do not hesitate to call if any additional information is required.

We thank you in advance for both your time and consideration.

Sincerely,


Les Paschall
Chief Executive Officer and Vice President
CFG Health Systems, LLC

765 Route 70 East, Suite A-100
Marlton, NJ 08053
(856) 797- 4800

EXECUTIVE SUMMARY

CFG is proud to present this proposal in response to the request for Psychological/Psychiatric Services for Salem County. As the current provider of such services for the Salem County Correctional Facility's employees and inmates *for the past eleven years* and as a recognized and respected leader within the industry, CFG is eager to highlight the many innovations, areas of particular expertise and advances in clinical acumen that set CFG above the competition.

CFG in Salem County

Since 2005, CFG has provided behavioral healthcare services at the Salem County Correctional Facility for both employees and inmates. Throughout the tenure of these contracts, CFG has worked closely with administrative, medical and correctional staff to meet the facility's specific needs. Our collaborative approach has led to the establishment of solid working relationships between CFG's behavioral healthcare professionals and the correctional professionals of the jail. In addition to direct clinical services, CFG has helped to refine suicide screening procedures, as well as expand and improve the documentation of behavioral healthcare services. **Our clinical staff has also provided carefully constructed suicide prevention training for the institution's correctional personnel, based on administrative concerns and requests.**

Through the use of telepsychiatric services, CFG has been able to rapidly respond to psychiatric crises and emergent situations while maintaining positive outcomes, cost-effectiveness, a reduced need for inmates to leave the facility for evaluation, and uncompromised care.

Innovations instituted by CFG include review and revision of the suicide risk screening form used by officers – a collaborative effort among CFG, custody, medical and administrative staff with the principal goal of identifying inmates potentially at risk for suicide as early as possible.

In response to a significant increase in the jail's population over the past four years -- due to an influx of Gloucester County detainees -- CFG has also increased the number of hours mental health practitioners spend on-site, as well as the number of clinicians available to provide coverage, further ensuring that the needs of all parties – County administration, jail staff and the inmates themselves – are met without disruption or delay.

Throughout our time in Salem, we have endeavored to demonstrate a commitment to excellence and a willingness to continue to make modifications as needed in order to provide high-quality, cost-effective care. We remain knowledgeable of the facility's inherent concerns; diligent in meeting our responsibilities; and motivated to continue to serve Salem County.

CFG's Evaluative and Screening Experience

CFG attests to being uniquely qualified to continue to meet Salem County's evaluative and screening needs. As a local behavioral healthcare company, CFG is structured to directly recruit, hire and employ a large and exceptionally diverse group of select psychiatrists with distinct specializations, as well as



therapists, social workers, psychologists and substance abuse counselors – all to meet the needs of a variety of contracts. Our experience providing behavioral health and screening services to a vast array of community programs in the tri-state area is unmatched and includes outpatient centers, inpatient psychiatric units, partial hospitalization programs, screening centers, nursing homes, county correctional facilities, sheriff's offices and human resources departments. Presently, **CFG is the largest psychiatric provider in the region**, employing over 1,100 individuals, including 114 psychiatrists, 31 psychologists and 96 psychiatric advanced practice nurses.

CFG's team of clinicians is especially adept at producing quality reports, as providers are well-trained on the issues and protocols involved in completing thorough fitness-for-duty evaluations and risk assessments, especially of local law enforcement personnel. **Over the past 17 years, CFG has conducted fitness-for-duty and pre-employment psychological evaluations for sheriff's departments, townships and jails located in Burlington, Camden, Mercer, Middlesex, Monmouth, Salem and Union counties.** CFG also conducts pre-parole evaluations for the entire State of New Jersey's Parole Board. For this contract alone, CFG has completed over 136,500 evaluations -- all in a timely manner and considerate of the Parole Board's specific requirements and needs.

The CFG Team

CFG has a corporate profile that includes an extensive history in healthcare services, which affords us a corporate orientation with a clinical perspective that allows us to look at care holistically. In addition, key corporate personnel have clinical underpinnings – all have been involved in the provision and management of healthcare for their entire professional careers. Our leadership team includes an enviable roster of heavy-hitters, whose deep understandings, insight and abundance of experience provide an overwhelming wealth of clinical and administrative ability upon which Salem County can continue to rely. CFG can boast of recruiting two former Medical Directors of the State Department of Corrections - Dr. James Neal has been of inestimable value as our Corporate Medical Director for the past eight years and Dr. Lionel Anicette has served as one of our site Medical Directors for the past six and a half years. Our Clinical Director, Dr. Joel Friedman, and Mental Health Training Specialist, Dr. Dennis Sandrock, have both served in the roles of Statewide Mental Health Director and Regional Mental Health Director, respectively. Aggressive hiring tactics via the use of three position-specific recruiters with additional support has also greatly deepened the pool of prospective talent from which we draw new personnel.

Our unique qualifications are predicated upon our expansive, yet controlled growth (established without compromising our existing customer base); our considerable experience; our commitment to the provision of high quality, cost-effective services; the fostering of community networks through both outreach and in-reach programs; our extreme accessibility; our dedication to continuous improvement; and our personal involvement as a locally-based provider.

Despite being a dominant force in correctional healthcare, touching the lives of more than 11,000 offenders on a daily basis, CFG has retained its local roots, engendering a sense of responsibility and an in-depth knowledge of the New Jersey counties served. This translates to higher quality care and far supersedes the impersonal, detached approaches of large contractors far removed.



Throughout New Jersey, CFG's community presence is diverse and large. CFG has affiliations with numerous hospital systems and is constantly expanding its network to meet new needs. At present, we provide training in suicide prevention, special needs inmates, interpersonal communications skills and inmate characteristics to correctional officer recruits. Additionally, CFG serves as an integral member of several community task forces and committees, providing training to dozens of police officers, dispatchers, crisis screeners and law enforcement administrators on important mental health topics.

Behavioral Healthcare Initiatives

Through significant clinical study and practice, CFG seeks to develop "best care practices" in all healthcare areas. Under the auspices of CFG's continuous quality improvement programs, we have revised the intake screening process to determine more accurate levels of acuity for Mental Health referral and the prioritization of care. Weighted questionnaire responses and tiered scores have issued positive responses from staff and have made nursing decision-making more consistent and based upon established factors. Using this identifying tool, staff is better able to respond to the specific behavioral health needs of each inmate effectively, efficiently and expeditiously.

As a dedicated provider of comprehensive correctional healthcare services, CFG has spearheaded initiatives sensitive to the unique needs of inmates who present with increased suicidal risk and inmates who are experiencing the signs and symptoms of withdrawal from drugs and/or alcohol.

A comprehensive Suicide Prevention Program, inclusive of Suicide Prevention Training, is an integral part of CFG's Mental Health services and results in clinical and custody staff's heightened sensitivity to suicide risk factors; thereby, aiding in the early detection of inmates at risk and the employment of advance preventative measures.

It is this expertise and commitment to evaluating, establishing and maintaining these "best practices" that CFG offers Salem County.

Conclusion

CFG is the resident, local expert in correctional behavioral healthcare, offering unparalleled customer service and responsiveness. Through our years of experience at Salem and in other correctional healthcare settings; a multidisciplinary approach; a team comprised of caring, intuitive and highly-qualified professionals; expanded and novel programs; innovative technological projects; collaborative efforts; and a commitment to community involvement, CFG is uniquely poised to meet the rigorous demands and challenges inherent to the Salem County Correctional Facility. As a local provider with intimate understandings of regional nuances and detail, yet the know-how and capability for meeting the needs of some of the largest facilities within the tri-state area, CFG is ideally situated to continue to service this contract with Salem County.



DESCRIPTION OF SERVICES

As the current provider of services and in response to the request for proposals, CFG Health Systems, LLC proposes to continue to provide psychiatric and psychological services for inmates of the Salem County Correctional Facility. In addition, CFG will provide individual psychotherapy sessions (when necessary), psychological evaluations, fitness-for-duty evaluations, pre-employment psychological evaluations and required training for Salem County correctional staff.

The CFG Health Network (CFG) - a dynamic, locally-owned and operated organization - is comprised of several sister companies that provide a variety of mental and medical healthcare services in a myriad of settings. Presently, **CFG is the largest psychiatric provider in the region**, employing over 1,100 individuals, including 114 psychiatrists, 31 psychologists and 96 psychiatric advanced practice nurses. With this team in place, CFG is able to readily provide the mental health services requested, as well as necessary coverage.

Services for Employees

CFG is prepared to continue to provide all of the following services for employees of the Salem County Correctional Facility:

- ✧ Individual Therapy Sessions (when necessary)
- ✧ Psychological Evaluations
- ✧ Fitness-for-Duty Evaluations
- ✧ Pre-Employment Psychological Evaluations
- ✧ Required Training

Having the resource of a large clinical team at our fingertips allows CFG to provide the above-listed services without creating a conflict of interest. Clinicians assigned to provide direct services for inmates at the jail are different from those assigned to perform evaluations and therapy sessions for Salem County employees.

Fitness-for-duty evaluations are customized and structured to provide feedback specific to the question of employment referral. Typically, a review of the employee's work history and completion of a personality test or other psychological instrument is combined with an extensive clinical interview as part of the evaluation process. When necessary, consultation with professionals who have provided mental health or medical care to the employee occurs to ensure a full and accurate assessment of an employee's ability to perform his or her job is obtained.

CFG has extensive experience in the completion of evaluations of both established correctional staff and correctional staff candidates. As such, we have developed an evaluation process that includes instruments relevant to assessing an individual's suitability for employment in a correctional facility.



Testing Battery

CFG will continue to administer a testing battery that distinguishes between newly-recruited correctional officer candidates considered suitable for correction officer work and those deemed unsuitable for employment as a corrections officer. This testing battery, developed by CFG, has been designed to produce a comprehensive evaluation of each recruit, enabling the psychologist conducting the evaluation to make a well-informed decision about a recruit's relative suitability. The tests used in the battery have been proven to provide reliable and defensible data regarding the assessment of correction officer candidates. CFG will administer each test listed below for each new recruit in need of evaluation. It should be noted that the instruments selected for the testing battery have been demonstrated to **not** result in selection bias based upon ethnic/racial group, sex or religion.

CFG will be responsible for scoring each testing battery, with test results made available to the New Jersey-licensed psychologist conducting the interview.

The time needed to administer the testing battery will vary to some degree, based upon the speed with which a recruit completes the instruments. The typical time needed to complete each instrument is as follows:

✂ Shipley – 2	22 minutes
✂ Minnesota Multiphasic Personality Inventory – 2	90 - 120 minutes
✂ Writing Sample	30 minutes

TESTS:

The Shipley-2

The Shipley-2 is a brief written test of intellectual ability with demonstrated correlations with other lengthier intelligence tests, including the Weschler Intelligence Scales. This instrument is one of the most widely used means of measuring the intellectual capacity of potential law enforcement personnel. Though the Shipley-2 has been used with people from diverse backgrounds and has been shown to avoid selection bias, alternative intelligence measures are available should the need to validate the intelligence score obtained by a recruit ever arise (see below).

Alternative IQ Measurements (for candidates whose Shipley score may have been affected by cultural or educational influences)

An instrument such as the Kaufman Brief Intelligence Test – Second Edition (KBIT-2) or Raven's Progressive Matrices (RPM) shall be administered whenever the concern exists that a low score on the Shipley-2 may be attributable to cultural or educational factors.

Minnesota Multiphasic Personality Inventory-2 (MMPI-2)

The MMPI-2 has been used by many organizations as a key component in the process of selecting candidates for employment due to the large standardization sample used, thus ensuring a non-biased selection process. It should be noted that the MMPI-2 is the most widely used and researched self-report psychological test for employee selection in the United States. It has been employed by

hundreds of law enforcement departments as part of the process for selecting individuals for work in law enforcement.

The scoring system to be utilized for interpreting the MMPI-2 will be The Minnesota Report: Revised Personnel System, 3rd Edition. This scoring system has been revised to provide information specific to selecting candidates for public safety positions, based upon a sample of over 9,000 law enforcement personnel. Use of this scoring system helps to ensure that candidates are selected based solely on law enforcement fitness-for-hire factors.

Writing Sample

Each recruit will be given a written scenario involving a situation that correction officers may encounter. The recruit will provide a written description detailing how he or she would respond to the situation. CFG maintains a large selection of scenarios in order to minimize the likelihood of recruits gaining foreknowledge of scenarios with which they might be presented.

Clinical Interviews

CFG's licensed psychologists shall conduct clinical interviews using a structured interview format that results in the psychologist's recommendation to either hire or not hire an applicant based on the applicant's demonstrated emotional stability. The psychologist conducting the interview shall have the results of the psychological test battery provided to him or her prior to the start of the interview. The psychologist shall inquire about responses to the items in the psychological test battery indicative of potential psychological problems.

Following up on "critical items" flagged using the testing batteries is an important element of conducting effective evaluations. The interview, along with the results of the psychological testing battery are used in conjunction to evaluate an applicant's ability to exercise appropriate judgment and behavioral controls in stressful situations, as well as an applicant's ability to judge when it is appropriate to use lethal force, free from psychopathology that could adversely affect the applicant's ability to perform the job requirements of a corrections officer. The format of the interview has been developed to facilitate obtaining a complete picture of a recruit's mental health functioning. The progression of questioning (from generalized/routine questions to more personal questions) helps to establish good rapport between the psychologist and the recruit being evaluated.

Clinical interviews shall be scheduled to allow for adequate time to properly complete each evaluation, with interviews expected to take between forty-five (45) minutes to one (1) hour to complete.

Services for Inmates

As requested in the RFP, CFG shall continue to provide individual psychotherapy, group psychotherapy and risk assessments for suicidal inmates, as well as other evaluations as ordered by the court.

In addition to the services requested in the RFP, CFG will continue to provide evaluations for the prescription and administration of psychotropic medication, follow-up medication management services, consultations with correctional and administrative staff regarding inmates with mental health



concerns, consultation regarding mental health policy development, and implementation of group and individual psychotherapy programs that target specific problems and diagnoses.

Throughout our time at the Salem County Correctional Facility, CFG has helped to refine and expand mental health documentation and shall continue to do so -- working in tandem with custody, medical and administrative staff, we have revised the suicide risk screening form used by officers to better identify, assess and assuage inmates with suicidal ideation.

Additionally, over the past four years, in response to the large influx of Gloucester County inmates housed at the Salem County Correctional Facility, CFG has increased on-site hours and added several new clinicians to the roster to ensure adequate coverage. CFG shall continue to provide a sufficient number of hours of psychiatry and psychology services each week at the Salem County Correctional Facility. The number of weekly hours of psychiatry and/or psychology services may be modified upon mutual agreement between CFG Health Systems, LLC and Salem County Correctional Facility Administration, based on changes in clinical need.

Proposal Requirements

1. Please see Tab 3. – **Corporate Overview and Experience** for information regarding CFG’s behavioral healthcare history in correctional settings, as well as employee biographies. Résumés and licensure (as applicable) for both members of CFG’s Senior Management Team and providers assigned to this contract can be found in Tab 6. – Appendix B – Résumés and Licensure. These items should demonstrate CFG’s ability to meet the “Minimum Requirements” noted within the RFP.
2. CFG provides medical and behavioral health services to county jails throughout New Jersey. While lawsuits are common in this setting, and CFG has been subject to them, there have not been any successful malpractice suits brought against CFG. Additional information can be made available upon request.
3. None of the staff CFG has identified for serving this contract have been either arrested or convicted.
4. CFG Health Systems, LLC’s corporate office is located at 765 East Route 70, Building A-100, Marlton, NJ 08053.
5. Descriptions of available resources have been included in both this section and in Tab 3. – **Corporate Overview and Experience**.
6. Please see Tab 4. - **Compensation for cost/rates**.



CORPORATE OVERVIEW AND EXPERIENCE

Firm Overview and History

The CFG Health Network is comprised of several related sister companies with the same management base, ownership and corporate structure. Our corporate headquarters are situated at 765 East Route 70, Building A-100 Marlton, NJ 08053. Currently, the Network collectively employs nearly 1,100 employees, with an annualized payroll of approximately \$58 million.

The Center for Family Guidance was the first division to be established, initially to provide outpatient behavioral health services in the South Jersey area. Growing in response to community needs and guided by the foresight and initiative of Dr. James Varrell, Founder and Chief Medical Officer; Mr. Al Campana, COO; and Mr. Les Paschall, CEO and Vice President, the company transformed from an eight associate, one site outpatient office to an industry forerunner responsible for the management and development of outpatient, inpatient and residential programs in hospitals and institutions both large and small, public and private. **In direct response to the extraordinary behavioral and healthcare challenges facing correctional institutions, the board of directors established CFG Health Systems, LLC (CFG) in 1999.**

CFG's foray into correctional healthcare began that same year, as the mental health sub-contractor for the New Jersey Department of Corrections. Soon afterwards, we began providing full spectrum correctional healthcare services for Middlesex County, initiating the contract on a mere week's notice, after the incumbent medical provider walked away from the contract before the end of its term. CFG successfully defended this contract in three subsequent RFP cycles and went on to obtain numerous additional contracts. At present, CFG provides a full spectrum of comprehensive medical/dental services to almost 10,000 detainees and behavioral healthcare services to over 11,000 inmates on a daily basis. CFG also provides pre-parole psychological testing for the entire New Jersey State Parole Board, impacting the lives of roughly another 10,500 inmates per year.

CFG prides itself on being an innovative, dynamic organization that provides comprehensive, quality healthcare services to correctional facilities and hospitals. Our philosophy of treatment and service is predicated upon the core belief that all individuals deserve to be treated with dignity and respect. Our staff understands the importance of listening to and working closely with our customers and repeatedly demonstrates this understanding through the promotion of team-oriented approaches. Through on-going acquisition, solid internal growth, an intense focus on excellent clinical care and a dedication to providing the highest quality client services, we have grown substantially, becoming a leader in the field of correctional healthcare. CFG's proven ability to quickly integrate new contracts into a single, coordinated management infrastructure has served to strengthen our corporate resources, further ensuring our accountability to each client.



Behavioral Healthcare Services

The process of providing behavioral health services to jail populations presents a challenging endeavor, requiring the management of issues related to levels of care, assessment, crisis management, intervention and prevention. CFG has been providing these services in correctional/forensic settings for more than 17 years. In responding to this proposal, CFG asserts that we maintain the resources necessary for meeting these challenges in a competent, efficient and effective manner.

Our experience in behavioral healthcare has included providing psychological and psychiatric services to the New Jersey Department of Corrections, and officer evaluations and pre-employment and fitness for duty evaluations for a number of New Jersey counties, including Burlington, Camden, Mercer, Middlesex, Salem and Union counties.

CFG prides itself on being a leader in behavioral healthcare, supplying mental health (and medical services) to many county correctional institutions and juvenile facilities throughout New Jersey and Pennsylvania. In addition, we provide behavioral health services to several major hospital systems, various school districts, and community mental health agencies within the tri-state area.

Training Services

CFG staff members are notable for their significant national and international exposure. We have employed psychiatrists invited to lecture in Israel on the topic of mental health in corrections. Since 1999, CFG has provided a series of workshops for officers, superintendents and assistant superintendents in Washington, DC, New York, New Jersey, Connecticut, Delaware and Vermont. Our professionals have presented to members of the Mid-Atlantic State Correctional Association (MASCA), the New Jersey Association of Counties, and the NJAC, and have also spoken at American Psychological Association conferences.

CFG staff has extensive experience in training state, county and federal correctional officers in both adult and juvenile settings. Our staff's experience involves conducting training programs for medical and mental health staff, Federal Bureau of Investigation personnel and other law enforcement agencies.

CFG personnel have also made many contributions to the body of related literature. Many of our professional staff and managers have had articles published in journals such as The NJ Psychologist, The Journal of Psychology, and American Psychology Association-affiliated publications. Topics covered have included: "Treatment of the Offender: Creating Context for Change," "Challenges of Prison Work," "Psychotherapy in Prisons," and "Life Review Group for Incarcerated Male Youth: A Narrative Approach to Adolescent Identity Construction," just to name a few.

JAIL CONTRACTS

CFG marked its foray into correctional healthcare services in 1999 as the mental health sub-contractor for the entire New Jersey Department of Corrections, servicing over 25,000 inmates. Since then, CFG has gone on to steadily expand the scope of its care, obtaining numerous contracts in correctional facilities over the past 17 years. As a local provider, we've acquired an excellent reputation providing



full spectrum correctional healthcare services to nearly 10,00 offenders and behavioral healthcare services to more than 11,000 each day.

Working with various accrediting bodies, CFG has also developed surveys, protocol and programs to meet the distinct and specific needs of correctional institutions. Several of these programs and services have garnered praise and accolades from individual sites and NCCHC auditors, among others. Our experience, combined with our philosophy of service, demonstrate CFG's unwavering dedication to the provision of exceptional clinical care and client services.

As evidence of CFG's substantial experience in the delivery and management of comprehensive institutional healthcare services in a correctional facility, we offer the following list of correctional healthcare contracts that CFG either presently holds or has held in the past, in chronological order.

 Mental Health Sub-Contractor for the New Jersey Department of Corrections - 1999 to 2005

As sub-contractor to the primary medical services contractor, CFG provided the psychological services at all facilities statewide, employing approximately 65 psychologists. Additionally, CFG provided psychiatric services for the southern region facilities. **The statewide inmate population at the time of contract was approximately 25,000. Many of the state's facilities were both NCCHC and ACA accredited.**

 Jamesburg (Concept Program), NJ Juvenile Justice System – 2002 to 2005

CFG provided residential treatment for 24 adolescent offenders, including: behavioral healthcare treatment; psychiatric services; academic studies; a behavioral management program; and around the clock supervision.

 Middlesex County Office of Adult Corrections and Youth Services, NJ – 2002 to 2016

CFG maintained a full-service medical contract, servicing a daily population of approximately 877 adult offenders and 61 juveniles. Services included the provision of comprehensive medical/primary care physicians, as well as on-site dentistry, around the clock nursing care, pharmaceuticals, and psychological and psychiatric services for both the adult and juvenile population.

The juvenile population was housed in a building separate from the adult facility and was supervised by nursing staff 16 hours a day. In the event a juvenile resident required additional nursing assessment or assistance after hours, nurses from the adult facility were able to provide additional nursing supervision.

CFG worked with County municipalities to initiate after-hours telepsychiatry services for mental health clearance, pre-booking, within this facility, as well. This service proved to be both cost-



effective and successful in curbing unnecessary inmate trips to the emergency room, preventing officers from having to endure long hours in hospital Emergency Rooms and crisis centers.

CFG was also responsible for oversight and management of the Social Services. The Social Services Department managed inmate classification, courtline, weekend releases, the ordering of NCIC reports for County parole violators, the scheduling and coordination of inmate religious services, volunteer programs, and student education programs.

The adult facility was NCCHC accredited.

 Mercer County Correction Center, NJ – 2003 to 2006

CFG provided mental health services for an average daily inmate population of 800.

 Monmouth County Correctional Facility and Youth Detention Center – 2004 to 2007

CFG provided full-spectrum medical, dental and behavioral health services, as well as processing for off-site medical claims for this 1,300 bed county jail.

 Atlantic County Justice Facility – 2004 to Present

CFG currently provides full-spectrum medical, *dental* and behavioral health services to an average daily inmate population of 750.

This facility is NCCHC accredited.

 Camden County Correctional Facility – 2004 to Present

CFG currently provides full-spectrum medical, dental and behavioral health services to an average daily inmate population of approximately 1,462. Services include the provision of all comprehensive medical/primary care physicians, on-site dentistry, around the clock nursing care, pharmaceuticals and psychological and psychiatric services for the adult population.

In addition to these services, CFG also manages the hospital utilization review of direct admissions that are considered the security responsibility of the correctional facility while hospitalized. CFG's utilization management approach has assisted in early collaboration for discharge planning to the jail, continuity of services and prompt releases to jail with a full understanding of the level of nursing care needed.

CFG has collaborated with community mental health programs and screening facilities to support discharged inmates.

CFG has also implemented after-hours telepsychiatry services in this correctional facility, providing additional and immediate mental health support for after-hours crises, emergencies and consults.



This facility is NCCHC accredited.

 Bucks County Correctional Facility – 2005 to Present

CFG currently provides mental health services for an average daily inmate population of 1,082.

This facility is NCCHC accredited.

 Salem County Correctional Facility – 2005 to Present

CFG currently provides psychiatry and psychology services for an average daily inmate population of 400.

 Cumberland County Jail – 2006 to 2009

CFG provided psychiatry, psychology and telemedicine services for an average inmate population of 630.

 Warren County Jail – 2006 to Present

CFG currently provides full-spectrum medical and behavioral health services to this 250 bed facility.

This facility is NCCHC accredited.

 Cumberland County Jail – 2007 to 2010

CFG provided a Medical Director and telemedicine services for an average inmate population of 630.

 Mercer County Jail, PA – 2007 to 2010

CFG provided full-spectrum medical and behavioral health services for an average daily inmate population of 200.

 Somerset County Jail – 2007 to 2011

CFG provided both social and educational services at this facility.

 Juniata County Prison – 2007 to 2012

CFG provided medical and mental health services for an average daily inmate population of 50 before this institution closed its doors in 2012.

 Essex County Correctional Facility – 2008 to Present

CFG currently provides full-spectrum medical, dental and behavioral health services for an average inmate population of 2,300. Services include the provision of all medical/primary care physicians, on-site dentistry, around the clock nursing care, pharmaceuticals and psychiatric services for the adult population.



In this facility, CFG manages approximately 80 full-time employees consisting of physicians, nurse practitioners (NPs), physician assistants (PAs), registered nurses (RNs), licensed practical nurses (LPNs) and ancillary staff.

Essex County Correctional Facility also has a 42 bed in-patient infirmary (including 12 male and nine female single rooms) that is managed by the RN staff and physicians.

The dental suite operates daily and has three chairs. Additionally, an on-site oral surgeon is available, as needed, for specialty services.

There is a dialysis suite in the medical department that operates daily, accommodating three treatments concurrently.

Essex County Correctional Facility also houses County, State, U.S. Marshal and ICE detainees. The ICE and U.S. Marshal detainees have specific federal requirements and policies governing their healthcare and incarceration. Since the arrival of ICE and U.S. Marshal detainees, CFG has maintained 100% compliance with and support of the federally-monitored program.

This facility is both NCCHC and ACA accredited.

Mercer County Correction Center, NJ – 2009 to Present

CFG currently provides full-spectrum medical and behavioral health services (with the exception of nursing) for this 850 bed county jail.

Hudson County Correctional Center – 2011 to Present

CFG currently has a full-service medical contract with HCCC (with the exception of nursing) to service an average daily inmate population of approximately 1,900. Services include the provision of all medical/primary care physicians, on-site dentistry, nursing management, pharmaceuticals, psychiatric services for the adult population, claims management and utilization review.

The 28-bed infirmary at the HCCC admits approximately 50 inmates per month, with nearly 80% reporting for medical reasons and 20% reporting for mental health reasons.

HCCC serves pre-trial inmates (55%); county-sentenced inmates (5.6%); pre-sentenced inmates (2.5%); State-sentenced inmates awaiting transfer to or remanded from a New Jersey State Prison (3%); and Federal and ICE Detainees (33.9%).

Approximately 2,919 prescriptions are filled each month for about 785 inmates, with an average of 32 inmates on HIV-AIDS medication and an average of 453 inmates on psychotropic medications (per month).

The Hudson County Correctional Center also houses County, State, U.S. Marshal and ICE detainees.



This facility is NCCHC accredited.

Hudson County Juvenile Detention Center – 2011 to 2015

The average daily population at the Hudson County Juvenile Detention Center (HCJDC) was 64 residents.

The Hudson County Juvenile Detention Center (HCJDC) processed approximately 1,002 juveniles per year, before closing its doors in March of 2015. All standards for juvenile care met by CFG were in accordance with mandates of the New Jersey Juvenile Justice Commission, Juvenile Manual of Standards.

The Hudson County Juvenile Detention Center was both NCCHC and ACA accredited.

Burlington County Correctional Facilities – 2014 to present

The Burlington County Correctional Facilities are comprised of three separate institutions – the Burlington County Detention Center (BCDC), the Correction Work Release Center (CWRC) and the Juvenile Detention Center (JDC). Combined, the BCDC and JDC maintain an average daily population of approximately 664.

CFG provides residents of all three institutions with physician, nursing, psychiatric, dental, laboratory, radiological and podiatric services, plus third party administration of claims for hospital and ancillary care.

Cumberland County Department of Corrections (Jail and Juvenile Detention Center) – 2014 to present

CFG facilitates a full-service contract for an average inmate population of approximately 586 males and females. Comprehensive care services include medical, psychiatric, pharmaceutical, dental and around-the-clock nursing for both adult inmates and juvenile offenders.

Union County Jail (Ralph Oriscello Correctional Facility) and Juvenile Detention Center – contract to commence October 1, 2015

Under a full-service contract, CFG will provide all clinically necessary care for an average daily adult population of 760 inmates and an average daily juvenile population of approximately 42 youths. Comprehensive services to be provided will include medical, mental, dental and nursing care.

This facility is NCCHC accredited.

Ocean County Department of Corrections (Ocean County Jail) – September 1, 2016 to present



The Ocean County Jail (OCJ) is a maximum, medium and minimum county correctional facility located in Toms River, NJ. **Presently, CFG provides comprehensive medical, dental, psychiatric and pharmaceutical services to an average daily population of approximately 629 male and female offenders.** The facilities include a twelve bed infirmary (housing both males and females) and a 32-bed medical step-down unit and 20-bed mental health step-down unit for male detainees only.

This facility is NCCHC accredited.

EVALUATION CONTRACTS

CFG has been providing pre-employment, fitness-for-duty and other employment-based psychological screenings for various local organizations for well over a decade. Notable for our thoroughness, professionalism, flexibility and promptness, we offer a list of both current and past evaluation-based contracts, in chronological order:

Middlesex County Sheriff's Office – 2002 to 2016

CFG conducted all pre-employment and fitness-for-duty evaluations for this law enforcement agency.

New Jersey State Parole Board – April 2004 to Present

CFG currently provides standard and in-depth pre-parole evaluations, as well as Sex Offender Risk Assessments for the entire State prison system, with approximately 10,500 evaluations completed per year. During the course of this agreement, CFG has completed over 136,500 evaluations to date.

Salem County Correctional Facility – October 2005 to Present

In addition to providing mental health services for incarcerated individuals, CFG has provided psychological, fitness-for-duty and pre-employment psychological evaluations for officers and officer candidates; has offered required training for both officer candidates and already-established personnel in the past; and has provided employees at this facility with individual therapy sessions (when necessary).

Mercer County Sheriff's Office – December 2006 to 2016

CFG conducted all pre-employment and fitness-for-duty evaluations for the Mercer County Sheriff's Office.

Burlington County Human Resources – September 2007 to Present

CFG furnishes Burlington County with psychiatric and psychological employment-related evaluations for both current and prospective employees, in addition to conducting reviews pertaining to leaves of absence and requests made in association with the Americans with Disabilities Act.



County of Camden – November 2013 to present

CFG provides psychological screening/examination services for all pre-employment officer recruits, intergovernmental transfers and existing County employees seeking a position within various Camden County departments, including Police Services (CCDPS), the Office of the Sheriff, the Camden County Correctional Facility and the Camden County Youth Center. In addition, CFG administers fitness-for-duty examinations for existing employees and conducts testing for certain civilian positions, as determined by the department requesting the examination services.

PERSONNEL

Clinical Team

CFG employs a unique and diverse clinical team consisting of general practice physicians, psychiatrists, advanced practice nurses, registered nurses, social workers, substance abuse counselors and psychologists – all contributing to the vast breadth and depth of clinical expertise upon which we are able to regularly rely in our provision of unequivocal responsiveness and care. Such diversity and stability allows us to recruit selectively, further ensuring the high quality of both staff and staff development. **CFG is one of the few non-hospital/non-community healthcare organizations legally structured to employ and supervise both psychologists and psychiatrists.** This enables us to closely coordinate our clinical team and promote our organization's program philosophy system-wide. All clinical staff is oriented to embrace our organization's mission and values. In addition, clinical staff members responsible for administering comprehensive medical programs in correctional environments typically have well over 20 years of personal experience.

Organization of Management Team

CFG's corporate management structure is organized along dual lines of authority representing administrative and clinical domains. Ultimate administrative authority rests with the CEO, while ultimate clinical authority is vested in the Chief Medical Officer, analogous to the "Lead Health Authority" defined by NCCHC standards. Maintaining these dual lines ensures clinical decisions are made without undue administrative influence, keeping the well-being of patients the primary focus. That being said, it is important to note that many of CFG's corporate senior managers have backgrounds as clinical caregivers, including the CEO, COO and the Director of Business Development.

Each of CFG's correctional healthcare sites has an organizational structure analogous to the corporate structure, with the Clinical Director serving as the ultimate administrative authority for behavioral healthcare contracts. The Clinical Director sets the clinical standards as defined by accrediting bodies, regulatory practice and written policies, procedures and protocols. The considerable experience and commendable qualifications of CFG's corporate correctional healthcare management and administrative teams are described below. Those individuals that comprise the healthcare management team are closely involved in the oversight and support of the medical and behavioral health programs on a daily basis.

CFG also employs support professionals who work with our customers in all aspects of healthcare, from the smallest administrative detail to emergency crisis intervention – from day-to-day operations to program development and training. **Résumés and licensure (as applicable) for all individuals listed can be found in Appendix B of this proposal.**

Experience of Key Personnel

Les Paschall – Chief Executive Officer and Vice President

As the CEO of CFG Health Systems, LLC, Mr. Paschall brings over 35 years of creative leadership experience to the development, management and coordination of cost effective healthcare services -- in five major health provider venues. He has championed new models of needs-based healthcare services for large hospital systems and state health and education systems, and has also served as an advisor to the Governor's Task Force on Mental Health. Mr. Paschall is adept at reviewing systems that cross both the private and public sectors and has been successful in creating solutions to meet their common goals. In addition, Mr. Paschall brings considerable business acumen to CFG, resulting in CFG's recognition as one of the top 25 fastest growing business organizations in New Jersey.

Al Campana, CCHP – Chief Operating Officer

Mr. Campana has over 35 years of clinical and administrative management experience in the healthcare field. In the role of COO, Mr. Campana is responsible for all business operations, including the fiscal development of proposals and contracts, as well as the monitoring of performance. In addition, Mr. Campana is adept at developing functional organizational structures and has considerable experience with electronic information systems, including the development and implementation of electronic medical records systems.

James Varrell, M.D. – President, Chief Medical Officer and Director of Psychiatry

Dr. Varrell is CFG's founder and President. For the past 13 years Dr. Varrell has trained, supervised and, when necessary, provided on-site coverage for the psychiatrists that are part of CFG's correctional healthcare network. Board certified in both adult and child/adolescent psychiatry, and recognized as a "Top Doc" in the area, Dr. Varrell is much sought after for his limited private practice hours. His unique blend of private practice and community psychiatry experience, coupled with his thorough and objective knowledge of psychopharmacology, make him ideally suited for the development and oversight of formularies for psychotropic medications.

Dr. Varrell's duties as Chief Medical Officer and Director of Psychiatry include the review of mental health policies and procedures; providing peer review and quality assurance; and oversight of the use of non-formulary psychotropic medications.

Joel Friedman, Ph.D. – Clinical Director; NJ Licensed Psychologist



Dr. Friedman is a licensed psychologist. Over the past 28 years, Dr. Friedman has provided direct care, managerial services, policy development and consulting services in several different correctional systems, including the California Department of Corrections, the Federal Bureau of Prisons, the New Jersey Department of Corrections and several county jail facilities. Dr. Friedman has also served as the Statewide Director of Mental Health for the New Jersey Department of Corrections. As CFG's Clinical Director, Dr. Friedman's current responsibilities include oversight of all mental health evaluations being completed on inmates who are eligible for parole in the New Jersey State Parole Board system. In the role of Clinical Director, Dr. Friedman also provides support in the areas of policy review and revision, CQI development and in behavioral healthcare programs. In addition, Dr. Friedman provides organizational development assistance, as well as managerial support and consultations.

 Dennis Sandrock, Ph.D. – *Statewide Mental Health Director; Mental Health Training Specialist; NJ Licensed Psychologist*

Dr. Sandrock is a licensed clinical psychologist with 26 years of experience providing and managing mental healthcare in a variety of settings. His first ten years of clinical work were spent providing and supervising outpatient mental healthcare in a large, urban hospital setting. For the past 19 years, Dr. Sandrock has worked primarily in correctional settings - providing clinical supervision and management of mental health programs in NJ State prisons, as well as a number of county jails. He has particular experience in the clinical management of specialized correctional populations, such as female offenders, seriously mentally ill offenders, actively suicidal offenders and violent sexual offenders. As a manager of clinical staff treating these populations, he has been directly involved in the resolution of problems with these inmates. He has been responsible for the implementation and direction of both inpatient and outpatient mental health services in correctional settings. He has been responsible for supervising treatment team leaders in managing their CQI projects and has been involved in the development and revision of policies in order to better serve the needs of various correctional facilities. He has also been involved in the orientation training and annual training of corrections officers in both prisons and jails. Dr. Sandrock is certified by the Police Training Commission of NJ as a certified police trainer and brings with him a vast array of practical skills in the management and treatment of inmates and detainees in a variety of correctional settings. Over the course of his career, Dr. Sandrock has also completed many pre-employment and fitness-for-duty psychological evaluations for a number of law enforcement entities.

 Jan Segal, Ph.D. – *Parole Project Manager; NJ Licensed Psychologist*

Dr. Segal is a licensed clinical psychologist with over 30 years' experience counseling adults and adolescents in private, clinical, school and correctional settings. For the past five years, Dr. Segal has overseen the provision of mental health pre-parole evaluations for the New Jersey State Parole Board. Duties attendant to this contract include the hiring, training and review of all evaluators; coordination of administrative support services; responsibility for quality assurance and quality improvement processes; and liaising with host agencies. Dr. Segal also continues to be deeply



involved in behavioral healthcare for incarcerated populations and the men and women that serve them via completion of suicide risk assessments for newly-admitted inmates; consultative mental health services for county jails; and fitness for duty and pre-employment psychological evaluations for law enforcement officer candidates.

 Maasi Shamilov, M.D. – Associate Medical Director

Dr. Shamilov is a dedicated physician with over 25 years of experience in psychiatry. He has been an integral part of CFG's medical team since 1998. Dr. Shamilov is board-certified in Child, Adolescent and Adult Psychiatry, as well as Neurology, and has gained ample experience practicing via telepsychiatry over the past 14 years. Dr. Shamilov also provides in-person psychiatric evaluations and follow-up care for correctional facilities, hospitals and outpatient offices located throughout the United States.

 Norman Schaffer, Ph.D. – NJ Licensed Psychologist

Dr. Schaffer's career in mental healthcare spans 37 years and is notable for experience in both clinical and forensic settings – including State prisons, county jails and the New Jersey Division of Youth and Family Services. Skilled in crisis intervention, suicide risk assessment and forensic evaluation – including parole, sex offender and parental fitness assessments – Dr. Schaffer has been an ideal candidate for serving the multifaceted needs of the Salem County Correctional Facility.

 Joseph Selm, Psy.D. – NJ Licensed Psychologist

Since 1995, Dr. Selm has been providing individual, group and family counseling, while also conducting thorough competency evaluations, risk assessments (including pre-parole and sex offender risk assessments), fitness-for-duty assessments, comprehensive personality evaluations and mental status evaluations. Dr. Selm's career is further broadened by his participation in and leadership of workshops targeting family treatment of addictions, men charged with domestic violence and the risk of recidivism among offender populations. His unique professional experience enables Dr. Selm to capably provide clinical services for detainees and jail personnel, while also making accurate determinations regarding the fitness and aptitude of correctional staff and recruit candidates.

 Diane DeBlase – Psychiatric Advanced Practice Nurse

Ms. DeBlase currently provides direct care services to inmates housed at the Salem County Correctional Facility. She has over 14 years of diverse nursing experience that includes roles as a nurse supervisor, Charge Nurse and preceptor. She has served on a variety of units, including Psychiatric, ER, Cardiac Care, Geriatrics, Substance Abuse Rehabilitation, Pediatrics, Oncology and Medical/Surgical. As a Psychiatric APN, Ms. DeBlase employs a holistic approach to practice centered in not just treating, but educating patients and their families. Throughout her career, Ms. DeBlase has proven to be an effective trainer, mentor, coach and teacher – instructing patients and



families in the proper use of medication and staff in competent patient interaction, telemetry, therapeutic communication and assessment. Her considerable skills, plus her conscientiousness, have earned Ms. DeBlase recognition from management for her excellence in nursing, for the consistent high-quality of the patient care she provides, and for her ability to develop and maintain an environment conducive to patient wellness.

✧ Daniel Davenport, Psy.D. – NJ Licensed Psychologist

Dr. Davenport is a New-Jersey licensed psychologist with significant experience treating patients ranging in age from five to seventy, in outpatient, inpatient and correctional settings. Currently, he provides direct care services to inmates of the Salem County Correctional Facility. In several New Jersey State prisons, he has also served as a team leader, acting as a liaison between prison administration and mental health staff and facilitating weekly staff meetings focused on improving services and patient outcomes, while maintaining an active caseload of inmate patients in individual therapy. As part of his duties, he regularly performs assessments of inmates to determine readiness for release, making appropriate referrals, as needed. As part of his affiliation with the New Jersey Juvenile Justice Commission, Dr. Davenport has also provided educational training for direct care staff.

✧ James Neal, M.D., FACP, CCHP, ACCP – Corporate Medical Director

With over 35 years in corporate medicine, 24 of which have been focused specifically upon correctional healthcare, Dr. Neal's experience in the management of large correctional healthcare systems is vast. He has served as the former Medical Director for the statewide healthcare provider contracted by the New Jersey Department of Corrections, as a Correctional Healthcare Consultant and as a regional, statewide and Vice President Medical Director in New Jersey, New York and Missouri.

As Corporate Medical Director, Dr. Neal's duties include hiring a Medical Director for the site, the establishment of clinical standards, the review and modification of policies and procedures, clinical management of practitioners, development of quality assurance programs, peer review and review of all practitioner requests for off-site consultation and non-formulary medications. Dr. Neal also develops in-service programs to meet the needs of each contracted site's practitioners and acts as chairman of the quality assurance, pharmacy and therapeutics committees. A major component of Dr. Neal's focus is upon on-going assessment of clinical practice and its compliance with regulatory standards and credentialing bodies' guidelines.

✧ Grace Nugent, M.D., D.H.L. – Associate Medical Director of Correctional Healthcare

Dr. Nugent is a physician with over two decades of experience in General Internal Medicine – Primary Care Medicine and particular expertise in correctional healthcare, working as a Staff Physician, Medical Director and Associate Director of Correctional Healthcare at Midstate State

Prison, Riverfront State Prison, the Middlesex County Department of Corrections and the Atlantic County Justice Facility. Dr. Nugent enjoys taking an active role in procedural committees and the organizational development of staff and patient care. She also has taken considerable initiative in coordinating the medical education of staff, nursing and the community. Falling right in line with CFG's belief in collaboration, Dr. Nugent views medicine as a team effort and takes great pride in the respectful and supportive relationships she has established with colleagues, patients, patient families, staff and other caregivers.

✂ **Denise R. Rahaman, BSN, MBA, NEA-BC, CCHP-RN – Director, Correctional Services**

Mrs. Rahaman is a program administrator with considerable senior management experience in correctional, general and home healthcare facilities. During her over 35 year career in health services, Mrs. Rahaman has gained valuable experience and practice in turning around poorly-run facilities through rigorous applied management techniques. While adept at identifying system failures, Mrs. Rahaman's true specialty lies in instituting the change necessary to make failing or flagging institutions successful by implementing replacement systems that enhance operations in all areas – from program management to budget control to policy development to motivational efforts.

Mrs. Rahaman came to CFG from UMDNJ/UCHC where she served as the Statewide Regional Manager, assisting the Nurse Administrator in healthcare management for NJ DOC facilities. Prior to that, Mrs. Rahaman worked as a Correctional Healthcare Manager for CMS and MHM, managing both medical and mental health programs in prisons and jails. Mrs. Rahaman also worked in the Veterans Affairs system as a Nurse Manager and served in the US Air Force as a Nurse Manager, Flight Nurse Instructor and Evaluator. Mrs. Rahaman received her undergraduate degree in Nursing from SUNY at Buffalo, a Master's Degree in Business Administration from Boston University and post-Master's certificate in Nursing Administration from Villanova University. She is a member of the Nurse Advisory Committee for Education, the CCHP-RN sub-committee and is also a lead accreditation surveyor for NCCHC.

✂ **Mary C. Knight, RN, MSN, CCHP-RN – Regional Director (North)**

Throughout her 30+ year career, Ms. Knight has gained considerable experience in administering quality care to patients and in building and managing healthcare operations in correctional, hospital, educational, grant management and home health settings. While Ms. Knight specializes in evaluating, planning and implementing patient care delivery systems, she also demonstrates significant proficiency in developing methodologies for improving both patient and medical staff satisfaction. As a Certified Correctional Health Professional (CCHP) and a lead surveyor for NCCHC, Ms. Knight is well-versed in meeting NCCHC guidelines, in addition to HIPAA, Joint Commission and regulatory compliance. In her position as a Regional Director, Ms. Knight is instrumental in leading county nursing programs, coordinating support services, conducting training, and in all matters pertaining to policy development and implementation.



 Cheryl Esposito, BSN, RN, CCHP-RN – Regional Director (South)

Ms. Esposito began her nursing career as an LPN before eventually going on to obtain her BSN from Immaculata University – graduating summa cum laude. She is exceptionally qualified for her current roles with CFG, having over 14 years of experience in correctional nursing – as a staff nurse at the Mercer County Detention Center, a Department Nurse Manager at the Albert C. Wagner Correctional Facility, and as a CPR and Certified Academy Instructor for the Department of Corrections. Additional areas in which Ms. Esposito demonstrates particular clinical expertise include addiction recovery, medical/surgical, OB/GYN and internal medicine. Ms. Esposito's resume is also notable for the eleven years she served as the Director of Nursing for the Henry J. Austin Health Center, a federally-qualified health center serving Trenton, NJ and surrounding communities.

 Geoffrey Boyce - Executive Director of Telemedicine

A former new venture consultant, Mr. Boyce joined CFG in 2008, complementing our team with his expertise in the development and growth of new businesses within the service industry. Under Mr. Boyce's business leadership, the telepsychiatry division of the CFG Health Network (InSight) quadrupled in size within just four years and can now be found in more than 20 states. Mr. Boyce is an active participant in telemedicine advocacy, education and reform initiatives, regularly interacting with state and local healthcare regulators and administrators. Before joining CFG, Mr. Boyce helped launch and grow a number of companies in the Atlanta area and led a grassroots lobbying effort to bring commuter rail to Atlanta through a newly-founded non-profit organization.

 Michael Panisak - Chief Financial Officer

Mr. Panisak joined CFG in 2012 with over 17 years in management, accounting and finance for both small and large healthcare systems. He has a history of successfully streamlining operations and improving bottom line profit growth. He is also well-versed in mergers and acquisitions of for-profit and non-profit organizations. As CFO, Mr. Panisak plays an integral role in the company's management team. He is responsible for implementing and supervising internal controls and driving strategic financial decisions.

 Ken Wolstenholme – Director of Information Technology Services

Mr. Wolstenholme began his career in Information Technology in 1987 as a member of the United States Air Force. During his military career he maintained aircraft mounted computers on A-10, KC-135 and C-141 aircraft, working in the United States, as well as Saudi Arabia as part of Operations Desert Shield and Desert Storm. In 1998, Mr. Wolstenholme left the military and entered the public sector. Throughout his public career, he has managed IT in several industries including Production, Finance, Education and Healthcare. Mr. Wolstenholme holds certifications from Novell, Microsoft, CompTIA and ISACA, as well as a Bachelor's Degree in Management Information Services.

 Luanne Ramsey – Executive Director of Recruitment

Ms. Ramsey is a Human Resources and Recruitment Executive with over 25 years of experience in the healthcare industry -- working with acute care hospitals, global pharmaceutical corporations and long-term care facilities in both unionized and non-unionized environments. Throughout her estimable career she has honed and refined her expertise in workforce development, VMS (vendor management system applications), talent acquisition, contract negotiation, establishing recruitment metrics, corporate branding, and enlarging each company's social media footprint. In each position held Ms. Ramsey has been highly effective in reducing labor costs and reliance on external staffing agencies, while developing strategic, effective business plans and trusted relationships.

 Matt Konstance - Human Resources Director

Mr. Konstance has operated in many HR capacities, from a generalist in a one-person department to creating and leading a comprehensive department covering multiple sites. In his role as the Human Resources Director for CFG, Mr. Konstance is responsible for the overall leadership of a department responsible for meeting all of the human resources-related needs of the organization, including: employee relations, policy and procedure development, benefits and compensation, and compliance with all federal, state and local laws.

 Jeanine P. Miles, LPC - Director of Business Development and Training

Ms. Miles is a New Jersey-licensed Professional Counselor with prior experience working for the New Jersey Department of Corrections (NJDOC). In addition, Ms. Miles has over 20 years administrative and management experience in medical and behavioral healthcare. Ms. Miles' responsibilities with CFG include the development and implementation of new programs and oversight of all start-up projects. Ms. Miles also oversees CFG staff development and training programs, orientation and site management training.



JAIL CONTRACT REFERENCES



Accredited

Atlantic County Justice Facility

5060 Atlantic Avenue
Mays Landing, NJ 08330
Geraldine Cohen, Warden
Phone: (609) 909-7433
Fax: (609) 625-7620
cohen_geraldine@aclink.org



Accredited

Bucks County Correctional Facility

1730 South Easton Road
Doylestown, PA, 18901
Cliff Mitchell, Acting Warden
Phone: (215) 345-3702
Fax: (215) 345-3836
csmitchell@buckscounty.org

Burlington County Correctional Facilities

54 Grant Street
Mt. Holly, NJ 08060
Mildred Scholtz, Warden
Phone: (609) 265-5324
Fax: (609) 265-5805
mscholtz@co.burlington.nj.us

Paul Drayton, Jr., County Administrator
Phone: (609) 265-5020
Fax: (609) 702-7000
pdrayton@co.burlington.nj.us



Accredited

Camden County Correctional Facility

330 Federal Street
Camden, NJ 08103
David Owens, Director
Phone: (856) 225-7632
Fax: (856) 614-8097
david.owens@camdencorrections.com



Cumberland County Department of Corrections

P.O. Box 717
Bridgeton, NJ 08302
Robert Balicki, Warden
Phone: (856) 453-4830
Fax: (856) 453-9501
robertba@co.cumberland.nj.us

Essex County Correctional Facility

354 Doremus Avenue
Newark, NJ 07105
Alfaro Ortiz, Director
Phone: (973) 274-6253
Fax: (973) 274-6955
aortiz@eccorrections.org



Hudson County Correctional Center

30-35 South Hackensack Avenue
Kearny, NJ 07032-4690
Ron Edwards, Deputy Director
Phone: (201) 395-5600
Fax: (201) 395-5614
redwards@hcnj.us



Mercer County Correctional Facility

P.O. Box 8068
Trenton, NJ 08650
Charles Ellis, Warden
Phone: (609) 583-3553
Fax: (609) 583-3560
cellis@mercercounty.org

Ocean County Department of Corrections

Justice Complex
114 Hooper Avenue
Toms River, NJ 08754
Sandra Mueller, Warden
Phone: (732) 929-2137
Fax: (732) 506-5027
smueller@co.ocean.nj.us





Salem County Correctional Facility

125 Cemetery Road
Woodstown, NJ 08098
Raymond C. Skradzinski, Undersheriff/Warden
Phone: (856) 769-8105
Fax: (856) 769-3578
rskradzinski@salemcountynj.gov

Union County Jail (Ralph Oriscello Correctional Facility) and Juvenile Detention Center

15 Elizabethtown Plaza
Elizabeth, NJ 07207
Ronald L. Charles, Director
Phone: (908) 558-2610
Fax: (908) 558-6944
rcharles@ucnj.org



Warren County Correctional Center

Adult Correction Center
175 County Road 519 South
Belvidere, NJ 07823
Kenneth J. McCarthy, Warden
Phone: (908) 475-7902
Fax: (908) 475-7915
kmccarthy@co.warren.nj.us





COMPENSATION

CFG understands that compensation shall be based on a professional services contract to be negotiated by the County with the applicant deemed most advantageous.

CG is proposing the following rates for services to be provided:

- ✧ Rate for psychiatric services provided to inmates - \$180 per hour
- ✧ Rate for psychological services provided to inmates - \$135 per hour
- ✧ Rate for training services provided to employees - \$135 per hour
- ✧ Rate for psychological evaluations, including pre-employment and fitness-for-duty evaluations for employees - \$450 per evaluation
- ✧ Rate for individual psychotherapy sessions for employees - \$125 per session

CFG is aware that compensation shall be paid on a monthly basis, in accordance with detailed invoices submitted to the County through the County's voucher process.

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Acting Director

License Information

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Name: Maasi D Shamilov

Address: MARLTON,NJ

Profession/License Type: Medical Examiners,Medical Doctor

License No: 25MA06509800

License Status: Active

Status Change Reason: Pre-Renewal Accepted

Issue Date: 12/9/1996

Expiration Date: 6/30/2017

NO Board Actions. For more information contact New Jersey State Board of Medical Examiners
(609)826-7100

Norman Schaffer, Ph.D. Psychologist

PROFESSIONAL EXPERIENCE

Salem County Correctional Facility, Staff Psychologist

Pennsville Counseling Associates, Private Practice

Central Reception Area Facility, Forensic Mental Health Clinician

Merion Station, Pennsylvania, Private Practice

New Jersey Division of Youth and Family Services, Consultant

South Woods State Prison, Lead Psychologist

Bayside State Prison, Lead Psychologist

South Woods State Prison, Senior Staff Psychologist

Interpsych Associates, Senior Staff Psychologist

Widener University Graduate School of Clinical Psychology, Case Conference Leader

Northwestern Institute, Director of Psychological Services

Cherry Hill, New Jersey, Private Practice

Northwestern Institute, Clinical Coordinator of Outpatient Services

Northwestern Memorial Hospital, Staff Psychologist – Partial Hospitalization

Illinois School of Professional Psychology, Lecturer

Professional Psychology: Theory, Research and Practice, Consulting Editor

University of Illinois Medical School - Department of Psychiatry, Assistant Professor

EDUCATION

M.A. and Ph.D., Clinical Psychology, Michigan State University (East Lansing, MI), 1972-1977

B.A., Psychology and Philosophy (magna cum laude), Yale University (New Haven, CT), 1968-1972

ADDITIONAL EDUCATION

Mindfulness and Psychotherapy, National Institute for the Clinical Application of Behavioral Medicine, May 2007

Dialectical Behavior Therapy, Professional and Educational Services International, May 2007

Evaluation for Parole Using the LSI-R (sponsored by the New Jersey Department of Corrections), 2004

Expert Witness Training for DYFS (sponsored by Rutgers University School of Social Work), 2003

Organizational and Executive Consultation, The Global Consulting Partnership, 2001

Case Conference (Merton Gill, MD and Chicago, IL), 1980-1984

Post-Doctoral Fellowship, The Menninger Clinic (Topeka, KS), 1977-1979

Pre-Doctoral Internship, Harvard Medical School at Massachusetts Mental Health Center (Boston, MA), 1976-1977

LICENSURE

Pennsylvania

New Jersey

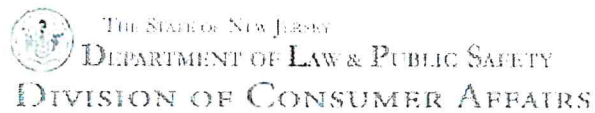
PROFESSIONAL AFFILIATIONS

Pennsylvania Psychological Association

Philadelphia Society for Psychoanalytic Psychology

New Jersey Psychological Association





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Steve C. Lee
Acting Director**License Information**

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[Return to Search Results](#)**Name:** NORMAN D. SCHAFFER, PH.D.**Address:** Merion Station, PA**Profession/License Type:** Psychology, Practicing Psychologist**License No:** 35SI00304100**License Status:** Active**Status Change Reason:****Issue Date:** 4/1/1993**Expiration Date:** 6/30/2017

For more information contact the New Jersey State Board of Psychological Examiners at (973) 504-6470

JOSEPH SELM, PSY.D.

PROFESSIONAL EXPERIENCE

CFG Health Systems

Provide pre-parole risk assessments, in-depth evaluations, standard evaluations and sex offender risk assessments, including risk for recidivism, risk for future violence and comprehensive personality evaluations.

Gloucester County Probation Department

Provide clinical consultation to various residential facilities regarding clinical activities.
Conduct evaluations of probationers, including risk assessments for domestic violence offenders and mental status evaluations.

Kairos Counseling Services

Conduct risk assessments.

N.J. Board of Nursing Recovery and Monitoring Program

Provide risk assessments for impaired nurses regarding safe and competent practice capacities.

Private Consultant

Consult with various organizations regarding program implementation, program design, case consultation, family treatment programs, teaching counselors the basics of family therapy, and family treatment of addiction.

Private Practice

Conduct individual, group and family counseling.
Perform individual mental status evaluations, competency evaluations, risk assessments, fitness-for-duty assessments and guardianship evaluations.
Consult with organizations regarding program implementation, teaching family therapy to counselors in partial programs, providing case consultation and supervising counselors.

Cornell Companies/Abraxas Academy

Directed clinical operations.

Woodbine Developmental Center

Served as the Clinical Director of the Psychology Department.

Seabrook House

Acted in various capacities from providing direct clinical services to individuals directly impacted by addictive disorders to conducting family therapy for family members impacted by a loved one's addictive disorders to designing and implementing family and adolescent treatment programs.

Acted as Project Director on a Robert Wood Johnson grant for providing treatment for family members impacted by addictive disorders.

Together, Inc.

Provided family therapy to families with multiple problems in a partial care setting.

ADDITIONAL PROFESSIONAL ACTIVITIES

Faculty Appointment: Associate Clinical Professor in Graduate Psychology Program, LaSalle University.

Former member of the State of New Jersey Psychology Advisory Committee.

Conduct workshops on Family Treatment of Addictions.

Conduct group therapy for men charged with domestic violence.

Regularly attend psychology and family therapy-related workshops.

Maintain consulting relationships with various public and private corporations.

Attend workshops dealing with assessment of violence, sex offending and recidivism risk in the offender population.

EDUCATION

Doctorate of Psychology, Clinical Psychology, LaSalle University, 2002

M.A., Family Therapy, LaSalle University, 1995

B.A., Pennsylvania State University, 1992

LICENSURE AND CERTIFICATION

Licensed Professional Counselor, New Jersey

Licensed Psychologist, New Jersey - #4502

Licensed Psychologist, Pennsylvania - #PS016604

PROFESSIONAL MEMBERSHIPS

Former member, American Psychological Association

Former member, National Association of Dual Diagnosis

Former member, American Association of Mental Retardation

ACCREDITATIONS

Applied Behavior Analysis

TFT





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Director



License Information

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Name: LEO JOSEPH SELM III

Address: PITMAN,NJ

Profession/License Type: Marriage and Family Therapy,Professional Counselor

License No: 37PC00013000

License Status: Active

Status Change Reason:

Issue Date: 7/8/1999

Expiration Date: 11/30/2018

For more information contact the New Jersey State Alcohol and Drug Counselor Committee (973)504-6369

Diane DeBlase, PMHNP-BC

Advanced Practice Nurse

PROFESSIONAL EXPERIENCE

Psychiatric Advanced Practice Nurse, CFG Health Systems (Salem County Correctional Facility)

Psychiatric Advanced Practice Nurse, Center for Family Guidance, PC

Clinical Instructor, Burlington County College

Regional Director of Mental Health, CFG Health Systems, NJ DOC Contract

Night Shift Supervisor, Hampton

Emergency Room Charge Nurse/Staff Nurse, Kennedy Health System

Telemetry/Charge Nurse, Kennedy Health System

Sub-Acute/Medical-Surgical Nurse, Kennedy Health System

Staff Nurse, PRN, Seabrook House

Staff Nurse, Mediplex Rehabilitation Facility

EDUCATION

MSN in Psychiatric Nursing, Rutgers University, 2008

BS in Nursing, Rutgers University, 2002

Associate's Degree in Nursing, Hahnemann University, 1995

Associate in Science Degree, Camden County College, 1993

LICENSES AND CERTIFICATES

Certified PMHNP BC

Registered APN-C

Registered Nurse in the State of New Jersey

Certified in Critical Care

Certified in ACLS, ANCC

AFFILIATIONS

Society of Psychiatric Advanced Practice Nurses (SPAN) – NJ Nurses Association





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Steve C. Lee
Director

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Name: DIANE BARBARA DEBLASE

Address: Clayton,NJ

Profession/License Type: Nursing,Advanced Practice Nurse

License No: 26NJ00235300

License Status: Active

Status Change Reason: License Issuance

Issue Date: 8/11/2009

Expiration Date: 5/31/2018

Board Action: No

For discipline information prior to January 01, 2010 please contact the Board of Nursing via bondisciplineinquiry@dca.lps.state.nj.us

Daniel Davenport, Psy.D.

Psychologist

PROFESSIONAL EXPERIENCE

Psychologist, CFG Health System – Marlton, NJ

Perform pre-parole evaluations and risk assessments

Provide professional psychological services, including psychological evaluation, group and individual therapy, and crisis intervention

Develop and review inmate treatment plans

Conduct and review forensic evaluations

Administer and interpret intellectual and personality assessments

Psychologist, Private Practice - Sewell, NJ

Maintain a caseload of approximately 70 clients at any given time, ranging in age from five to seventy, being treated for depression, anxiety and relationship problems

Complete ADHD screenings for school-aged children

Conduct pre-surgery evaluations for adults seeking bariatric surgeries

Contract with the New Jersey Juvenile Justice Commission, providing psychological services to three residential homes housing young offenders. Services include: intake evaluations, individual and group therapy, and pre-release assessments.

Conduct educational training with direct care staff 2-3 times annually

Consult with assigned treatment teams

Facilitate referrals for psychiatric care

Lead Psychologist, Bayside State Prison – Leesburg, NJ

Served as the Mental Health Department's Team Leader

Evaluated and assigned inmates to the Mental Health caseload

Assessed inmates regarding readiness for release

Served as liaison between prison administration and members of the Mental Health Team

Led weekly staff meetings addressing program difficulties and necessary improvements

Performed administrative responsibilities

Maintained a limited caseload of inmates, seen in individual therapy

Program Coordinator, South Woods State Prison – Bridgeton, NJ

Served as the Team Leader for a multidisciplinary staff providing services to 124 persistently mentally ill inmates in a residential treatment unit located within a maximum/medium security State prison

Facilitated admissions and discharges

Scheduled Treatment Team meetings

Led bimonthly staff meetings to address program deficiencies

Acted as liaison between corrections administration and staff

Maintained a caseload of inmates, seen in individual therapy

Completed admissions interviews

Evaluated and ordered suicide monitoring of inmates who posed an increased risk to themselves and/or others

Program Administrator, Rochester Psychiatric Center – Rochester, NY

Served as Treatment Team Leader on a 30-bed gero-psychiatric unit

Led efforts to develop behavioral and skills-based programming needed to meet the needs of persistently mentally ill and medically unstable clients

Scheduled and coordinated Treatment Team meetings
Served as liaison to hospital administration regarding overall program changes and initiatives
Facilitated review of charting practices, environmental safety and treatment applications in preparation for Joint Commission survey

Associate Psychologist/Clinical Senior Instructor in Psychology, Rochester Psychiatric Center – Rochester, NY

Provided psychological services as part of an interdisciplinary team in a 26-bed psychiatric rehabilitation program
Led skills groups focused on improving the interpersonal and decision-making abilities of severely and persistently mentally ill patients
Conducted individual psychotherapy
Composed treatment plans for new admissions, updating regularly
Developed behavioral incentive and management plans for clients with pronounced behavioral difficulties
Assisted in the development of a data-oriented behavior tracking program monitoring behaviors linked to successful returns to the community
Provided clinical supervision to the Psychology Intern in coordination with the University of Rochester

Psychology Intern, VA Medical Center, Coatesville, PA

Completed three 4-month clinical rotations in Acute Psychiatry, Post-Traumatic Stress Disorder, and Geropsychology/Neuropsychology

Psychology Trainee, General Service Clinic of the Duke Ellis Institute – Dayton, OH

Conducted short- and long-term individual, couples and family psychotherapy with economically, racially and culturally diverse populations
Conducted cognitive and psycho diagnostic testing with adult clientele, addressing presenting problems ranging from learning difficulties to psychotic symptomatology
Helped clients form linkages with other social service agencies in the greater Dayton area, in order to ensure clients' healthcare and other basic needs were met

Co-Facilitator, Friends and Family of People Living with HIV/AIDS Support Group at the Duke Ellis Institute – Dayton, OH

Co-facilitated a bimonthly support group for friends and relatives of HIV-positive individuals, under the supervision of doctoral staff
Facilitated linkages with various HIV/AIDS resources available throughout Montgomery County

Psychology Trainee, Preventing Abuse in the Home (Path) at the Duke Ellis Institute – Dayton, OH

Co-facilitated a 16-week psycho-educational group designed to train male clients in the cognitive, behavioral and sociological mechanisms underlying domestic violence
Participated in planning meetings discussing client suitability for the program

Mental Health Crisis Worker, Good Samaritan Hospital – Dayton, OH

Served as a part-time mental health crisis therapist
Conducted Emergency Room assessments of clients, re: potential hospitalization
Consulted with Emergency Room physicians
Performed crisis counseling over the phone
Issued referrals

Psychology Associate, Guthrie Clinic – Sayre, PA

Maintained a large caseload of psychotherapy clients

Completed psycho diagnostic assessments of the clinic's outpatients
Conducted neuropsychological screenings for patients with head injuries/trauma
Co-facilitated family therapy sessions, under supervision

EDUCATION

Psy.D., Wright State University
MA in Clinical/Community Psychology, Mansfield University
BA in Psychology, Rutgers University

LICENSURE

New Jersey Licensed Psychologist (#4011)



 THE STATE OF NEW JERSEY
DEPARTMENT OF LAW & PUBLIC SAFETY
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 **DIVISION OF CONSUMER AFFAIRS**

[OAG Home](#)  **Steve C. Lee**
Acting Director

License Information

Accurate as of March 24, 2016 12:52 PM

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Name: DANIEL A. DAVENPORT, PSY.D.

Address: Sewell,NJ

Profession/License Type: Psychology,Practicing Psychologist

License No: 35SI00401100

License Status: Active

Status Change Reason: License Issuance

Issue Date: 6/3/2002

Expiration Date: 6/30/2017

For more information contact the New Jersey State Board of Psychological Examiners at (973) 504-6470

James Javon Neal, M.D., FACP, CCHP, ACCP

Corporate Medical Director

PROFESSIONAL EXPERIENCE

Corporate Medical Director, CFG Health Systems, LLC

Correctional Health Division - The senior medical manager for the correctional health program implemented by the CFG network, charged to provide functional and operational direction in the acquisition of jail contracts, the development of comprehensive service delivery programs consistent with oversight and regulatory agencies, and for the direct supervision of professional clinical staff.

CUNY/CCNY Clinical Instructor, Sophie Davis School of Biomedical Education

Serve as an Instructor of Clinical medicine, providing training for physician assistant students in affiliation with Harlem Hospital, Health & Hospital Corporation of New York.

Correctional Healthcare Expert

Medical Clinician with administrative and practical implementation experience in correctional health delivery systems, called on for external reviews by oversight and governmental regulatory agencies. Past litigation involving US Department of Justice with AIDS care in New Jersey in State Prison system. Serve on the National Commission on Correctional Health Care (NCCHC) – Manuscript Review Committee for Correct Care Journal.

Correctional Healthcare Consultant

Provide technical assistance with clinical systems development, program evaluations, interpretation and implementation of services, as stipulated by regulatory and oversight agencies for jails and prison facilities. Implement and provide daily in-patient utilization and review services for several correctional facilities. Conduct clinical outcomes evaluations in support of quality improvement initiatives.

Vice President, Medical Director - Correctional Health, Nassau Health Care Corporation

Principle program director for Nassau University Medical Center responsible for the medical, mental health, dental and related allied health services provided at the Nassau County Correctional Center. Coordinated the development and implementation of a comprehensive, integrated medical and mental health program for the jail designed to meet standards promulgated by the National Commission on Correctional Health Care (NCCHC) and to fulfill existing mandates by the U.S. Department of Justice.

Regional Medical Director, America Service Group Inc. (PHS)

Chief clinical manager of the New York City jails network for Correctional Health Services of Health and Hospitals Corporation, New York City.

Statewide Medical Director, Correctional Medical Services, St. Louis, MO

The senior medical manager for the prison health program implemented by Correctional Medical Services (CMS) for the New Jersey State prison network, charged to provide functional and operational direction for the physicians, nurses, para-professional staff. Provided vision and direction in program development, staff recruitment and training, quality improvement management through outcomes assessments. Planned and implemented the activities leading to certification of the program's facilities by the National Commission on Correctional Health Care (NCCHC).

James Javon Neal

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Associate Executive Director Clinical Affairs, Health and Hospitals Corporation

Senior clinical manager for all correctional health and forensic hospital based services. Chair for Correctional Health Services Continuous Quality Improvement Committee reporting to the President of HHC. Designated coordinator for all facility-based accreditation activities.

Assistant Commissioner for Clinical Affairs, New York City Department of Health

Medical strategist, tasked with establishing clinical objectives and service goals for the program providers. Chairman, Clinical Management Committee NYC-Department of Health and line supervisor for the Directors of Medicine, Mental Health, Nursing, Pharmacy, Continuous Quality Improvement, In-Service Education and Infection Control.

Acting Assistant Commissioner for Clinical Services, New York City Department of Health

Senior Clinical Manager for an expanded Correctional Health Services organization. Divisional Quality Assurance Coordinator. Director, plenary committee who developed and implemented a strategic plan, which prepared the facilities for national accreditation, audits.

Deputy Assistant Commissioner for Clinical Services, New York City Department of Health

Senior Clinical Director for the nursing, medical, quality assurance, pharmacy and mental health services reporting to the Assistant Commissioner. Established and implemented clinical care goals consistent with Community Standards and State and Municipal oversight agencies. Expert witness to the Federal Courts, testifying on behalf of the Department of Health.

Director, Clinical Research - Pacific, Pearl River, NY, American Cyanamid Company

Developed global clinical investigation strategies. Negotiated new clinical research projects, regional staffing needs and annual budgets with corporate and subsidiary management. Established local priorities and assisted in resource allocation decisions. Ensured that all regional medical staff operated within the guidelines of Good Clinical Practice and the Helsinki Accord.

Regional Director - Pacific, Sydney, Australia, American Cyanamid Company

On-sight operations manager for the Asian-Pacific region. Directed the clinical activities of the local country medical directors (and staff) and ensured that implementation was consistent with corporate global objectives while meeting local regulatory and marketing requirements. Directed product license application submissions (new drug - Cefixime, label extension - Mitoxantrone).

Assistant Director - Clinical Investigations, Pearl River, NY, American Cyanamid Company

Divisional project leader with responsibilities for the direction of in-house data management resources.

Associate Director, Pearl River, NY, American Cyanamid Company

Research team leader Phase 2 and 3 clinical trials

Presenter, International Lipids Meeting, Florence, Italy, "A-CAT Inhibitor, CI 277,082"

Chief Physician, Riker's Island Health Service, Montefiore Hospital

Medical operations manager for a 3,000 patient ambulatory clinic. Drafted the Clinical Procedures Manual

EDUCATION

Wayne State University Monteith College - BPh-Biology, 1971

Wayne State University School of Medicine - M.D., 1978
Detroit Medical Center Harper-Grace Hospital - Internship and Residency - Internal Medicine, 1978 - 1981

LICENSES

New York, New Jersey, Michigan

CREDENTIALS

Society of Correctional Physicians – 2011
Certified Correctional Healthcare Professional (CCHP) – 2009
Fellow – American College of Physicians - 2009
Certified - American Board of Internal Medicine – through year 2019
Certified by SAMHSA to administer Subutex and Suboxone

MEMBERSHIPS

American College of Physicians – Society of Internal Medicine
Board Member – Ellington White Project

AFFILIATIONS

National Medical Association
American Medical Association





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DIVISION OF CONSUMER AFFAIRS

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Steve C. Lee
Acting Director



License Information

Accurate as of September 11, 2015 2:16 PM

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Name: JAMES J NEAL

Address: Marlton,NJ

Profession/License Type: Medical Examiners,Medical Doctor

License No: 25MA06356800

License Status: Active

Status Change Reason: Pre-Renewal Accepted

Issue Date: 2/20/1996

Expiration Date: 6/30/2017

NO Board Actions. For more information contact New Jersey State Board of Medical Examiners
(609)826-7100



APPENDIX A – REQUIRED FORMS – TABLE OF CONTENT

1. Statement of Authority
2. Affirmative Action Requirements
3. Certificate of Employee Information Report
4. Americans with Disabilities Act
5. Equal Employment Opportunity Language
6. Corporate Disclosure Statement
7. Non-Collusion Affidavit
8. Business Registration Certificate
9. Certificate of Insurance

Statement of Authority

By submitting and signing this RFP, we certify that we are familiar with all conditions and requirements of this RFP.

RFP SUBMITTED FOR:

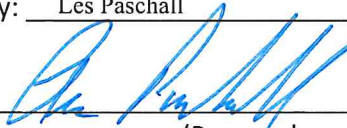
Company: CFG HEALTH SYSTEMS, LLC

Address: 765 East Route 70, Building A-100

Marlton, NJ 08053

Bid Submitted By: Les Paschall

(Please Print)

Signature: 

(Proposal must be signed to be valid)

Title: CEO and Vice President Date: 12/6/2016

Telephone: (856) 797-4803 Facsimile: (856) 797-4813

Email Address lpaschall@cfgpc.com

Taxpayer Identification Number: 223659031