

Norfolk Community Services Board acknowledges wrong doing and 5 employees will no longer be working at the agency.

This announcement represents my commitment and the commitment of Norfolk Community Services Board's to protect the individuals we serve and the Citizens of Norfolk by managing the public funds we receive with integrity, cost effectiveness, quality care and accountability. This investigation of corporate integrity was long and complicated and required many resources to achieve positive results. It demonstrates how the State, the federal government, in partnership with the City Attorney's Office and the CSB, can help protect public funds at a time when budgets are tight and health care costs are increasing. The Norfolk Community Services Board has concluded our investigation and will now turn over all evidence to the FBI, the OIG, the State Police and the Norfolk Police Department for ongoing investigation. As a result of findings of the investigation, I have terminated Ms. Brenda Wise, the Director of Administration and accepted the resignation of Linda Berardi, Human Resources Officer; Suzanne Williams, Chief Financial Officer; Anthony Crisp, Director of Clinical Services; and Laurie Paquin, former Executive Assistant to Dr. George Pratt and presently my Executive Assistant. These actions will not prevent further recourse which may include criminal charges and civil suits for restitution.

I sincerely apologize to our patients, the dutiful and innocent employees of the CSB, to the City Council and City Manager, and to the Virginia Department of Behavioral Health and Developmental Disabilities and to the public for the Norfolk Community Service's Board past failures to comply with legal and regulatory requirements. As President Van Buren said "It is easier to do a job right than to explain why you didn't." – We will take all necessary steps to do the job right going forward.

1. We will begin with an audit of all financials and business practices which will be coordinate by the State of Virginia Department of Behavioral Health and Developmental Disabilities.
2. The Board of Directors have promulgated and approved definitive, stringent and comprehensive policies.
3. All staff have been trained and required to pass a competency test on corporate compliance and mandatory reporting. Additionally, staff has been trained on how

individual responsibility affects the attribution of responsibility to the organization itself. This will be an ongoing training process.

4. We have establish procedures for 1) the receipt, retention, and treatment of complaints received regarding accounting, internal accounting controls, or auditing matters; and 2) the confidential, anonymous submission by employees and the public regarding questionable accounting or audit matters. This unanimous phone line is managed by an independent company – Global Alliance. This phone number is 1-866-839-1229.

5. There will be a redistribution of responsibility among management in the organization with an emphasis on increased internal controls.

Thank you for your time.