

# ACHIEVEMENT ASSOCIATES LTD.

**Executive Director, Founder**  
Nancy Beth Farnham, Ph.D., CLEO

**Director of Quality Assurance  
Validation Review**  
Barbara J. Fiedorczak, Ph.D.

**Consulting Psychologists  
Child / Adult**  
Edgar J. Jackson, M.D.  
Ronald C. Kubry, M.D.  
Robert Ruckiewicz, M.D.  
Bruce Semms, M.D.  
Tha Van Valceburga, M.D.

**Director, Academic Services & College Placement**  
Barbara J. O'Connell, Ph.D.

**Director, Mathematics, The Science & Humanities**  
Robert L. Wood, Ph.D.

**Director, Behavioral Health Services**  
Dawn M. Abrams, L.C.S.W.  
Kathy L. O'Byrne, L.C.S.W., Ed.D.  
Ted Ostrowski, L.C.S.W.  
Robert W. Dumas, Ph.D.  
Ali B. Florsheim, M.S., J.D.  
John Hays, L.C.S.W., CSAC  
Michael Kodan, Ph.D.  
Jessica McGeorge-Fought, L.C.S.W.  
Linda Szefernski, L.C.S.W.  
David Williams, Psy.D.

**Director, Spanish Language Services**  
Gary S. Cohen, Ph.D.

**Director, Nutritional Services**  
Susan F. Kowaleski, R.D., Ph.D.

**Director, Tutorial Intervention**  
Carmen M. Fernandez, M.S.  
Joe Ulicki, Ph.D.

**Director, Special Education  
Outreach Child / Adult**  
Lisa Gendelman, M.S., Ed.

**Director, "Piercing Truth" Program**  
Susan Holzman, Ed.D.

**Director, Addictive Disorders**  
Rosmarie O'Connor, M.S., CSAC  
Susan Sigl, M.S., CSAC

**Director, Community Liaison Services**  
Michelle Terkowi, Ph.D.

**Administrative Staff**  
Gail Persich, Office Administrator  
John Pischke, Administrator  
Dawn Hugg, Administrator  
Lyle Farnheim, Pet Therapist

**Director, Iron Connection**  
Madeline A. Rucita

November 1, 2016

Dear

As you are aware, AAL celebrated its 30th year in practice this past June. As its founder and CEO, please know that I am so proud of the wonderful work we have done for thousands of individuals and families served by all of us over the years -- decades for many of you. AAL is a blessing and shall remain so for years to come.

In order to continue to provide the quality of care we are known for and to take our care to the next level, AAL will need to invest in new staff resources and technology. We need to increase our professional staff to avoid unnecessary waiting times and need updated information technology, electronic billing/record keeping, as well as a more efficient communication system. A state of the art laboratory, possible pharmacy, and related medical services would improve our ability to serve the dramatic and recent increase in dual diagnosis clientele, as well as those individuals who seek services for substance abuse and struggle with addiction, chronic pain, and terminal illnesses.

Therefore, after much deliberation, research, and consultation I have decided to turn AAL over to Telepsych, a wonderful New York based firm, which has a proven and very impressive record of providing precisely what AAL is attempting to do at this point in time. I, of course, will be staying on board in a similar role at AAL. Additionally, I will serve as a liaison to Telepsych, Inc., to make sure we have the best communications possible.

A perfect example of Telepsych's astute abilities, talent, community involvement and on-going commitment can be seen at the NEW Acacia Clinic on Fond du Lac Ave. I have spent time touring the clinic, meeting with its' administration and staff, and have found it to probably be the most comprehensive and modern clinic in Southeastern Wisconsin; it serves as a wellness center, too. Simply awesome! I am excited to share this great news with you! A meet and greet with the new owners will be arranged in the very near future and you will have the opportunity to tour the Acacia facility. You will be very impressed and delighted.

You will be comfortable, too, about the fact that nothing is changing as far as your hours, compensation, or your professional practice is concerned, if you choose. You may continue as you always have in the same location(s). Some of you may wish to increase your hours or change your situation in other ways and that can be discussed at the proper time.

*Proudly Serving Milwaukee • Ozaukee • Waukesha • Washington • Sheboygan Counties & Chicagoland*

Corporate Center: 1317 Towne Square Road • Mequon, Wisconsin 53092 • Phone (262) 241-5099 • Fax (262) 241-5054  
24 hour answering service and crisis intervention • (262) 241-5099 • [www.AchievementAssociates.com](http://www.AchievementAssociates.com)

Page 2

Of course, like anything else, this transition will take some time. Again, I will be available, as always, to address any and all concerns you may have going forward. Just call or text me at (414)218-4549 any time. Also, please feel free to provide your input and suggestions, as your thoughts and professional acumen are so appreciated.

This past weekend I had the opportunity to chat with a few of your colleagues regarding the terrific changes ahead. I want to thank them for their support, expressions of gratitude, and positive wishes as we move forward in this exciting direction.

Some of you know that on several occasions I have been approached by other clinic owners in the area, all who are known to you, who have wanted to purchase AAL; the answer was always no, due to my lack of confidence regarding their office practices, business ethics, or mediocre (or worse) professional outcomes. Their practices were often not up to our AAL standards, that's for sure.

But from all I have seen, this is not the case regarding Telepsych; I have been very impressed with the quality of its operation, its' attention to client needs, and the thoughtfulness of its leadership.

Lastly, thank you for your professionalism, loyalty, and friendship. I look forward to working with you in the future, as always, and thank you again, for the remarkable and important work you do to make our world a better place.

Warmest regards now and always...

"Doc Neena"

A handwritten signature in cursive script, appearing to read "Neena". Below the signature are several long, sweeping horizontal lines that cross each other, creating a stylized flourish or scribble.