



**Les Paschall, Chief Executive Officer**

As the CEO, 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 need-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 for 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.



**James R. Varrell, MD Medical Director and President**

Dr. Varrell is CFG's founder and President. For the past 16 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.



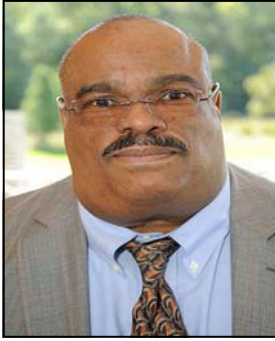
**Al Campana, MBA, CCHP, Chief Operating Officer**

Mr. Campana has over 39 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.



**Michael Panisak, Chief Financial Officer**

Mr. Panisak has over 17 years of experience 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.



**James Javon Neal, MD, FACP, CCHP, Medical Director**

Dr. Neal has over 28 years of corporate medical experience. He serves as a Medical Executive with public health. He is committed to the concepts of team management and staff empowerment in public health, in clinical research, and in healthcare. He is a manager with broad-based, culturally sensitive operations skills developed through years of work in urban New York City, Australia, the South Pacific, and the Far East. He has served as a Correctional Health Care Consultant providing 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. Dr. Neal is American Board certified in Internal Medicine and is affiliated with the National and American Medical Association. Dr. Neal has significant experience in obtaining NCCCH and ACA accreditations over his years of experience.



**Denise Rahaman, MBA, BSN, CCHP-RN – Operations Director for Corrections**

Ms. Rahaman is a program administrator with considerable senior management experience in correctional, general and military healthcare facilities. Developed throughout her over 30-year career in health services, Ms. Rahaman has gained valuable experience and excellent practice in turning around poorly-run facilities through rigorous applied management techniques. While adept at identifying system failures, Ms. 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 quality improvement to budget control to policy development to motivational efforts. Mrs. Rahaman received her undergraduate degree in Nursing from SUNY at Buffalo, her Master’s Degree in Business Administration from Boston University and a post master’s certificate in Nursing Administration from Villanova University. She is a member of the Nurse Advisory Committee for the Education Committee and volunteers as an accreditation surveyor for NCCCH.



**Jeanine P. Miles, MS, LPC Director of Business Development and Marketing**

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 19 years of 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.



**Matt Konstance, MS, 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.





### **Ron DeFeo, MSEd., Executive Director of Hospital Services**

Mr. DeFeo has over 15 years of clinical and administrative management experience in the healthcare/behavioral healthcare field. As Executive Director of Hospital Services he is responsible for the oversight of all hospital based services including sub-acute and acute programming. Mr. DeFeo collaborates with CFG’s healthcare partners supporting general operations, management of onsite providers, expansion of behavioral health services, and regulatory and accreditation compliance. He has developed innovative programs for underserved populations particularly children and adolescent services. He is actively involved in local and state hospital based and behavioral healthcare committees.



### **Vandette Anderson, Executive Director of Recruitment**

Ms. Anderson started her career in recruitment over 20 years ago, gaining valuable experience in agency staffing and internal corporate recruitment for technical, legal, administrative, pharmaceutical and healthcare professionals. During the past seven years, Ms. Anderson’s focus has been solely on the healthcare industry, serving as a recruiter, consultant and manager. As Director of Talent Acquisition for The Children’s Hospital of Philadelphia, she was charged with developing recruitment strategies for meeting the organization’s goal of over 1,800 hires per year. Ms. Anderson has further honed her expertise through substantial investment in professional development, including the completion of over 32 recruitment-related courses, and through gaining AIRS certification in 1999. She credits her RPO experience as a strategic tool used to facilitate the transformation of reactive recruitment models into proactive recruitment designs. As Executive Director of Recruitment, she is responsible for the oversight and leadership of CFG’s entire recruitment team.



### **Ken Wolstenholme, Director of Information Technology**

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.



### **Joel Friedman, Ph. D. - Clinical Director**

Dr. Friedman is a licensed psychologist. Over the past 22 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.







### **Geoffrey Boyce, MBA, Executive Director InSight Telepsychiatry, LLC**

Geoffrey Boyce is the Executive Director of the CFG Health Network's InSight Telepsychiatry. Since 2008, Boyce has advocated for the appropriate use and value of telepsychiatry and has developed unique telemedicine programs within areas of greatest need. Boyce is an active participant in telemedicine advocacy, education and reform initiatives, regularly interacting with state and local healthcare regulators and administrators. He also serves on the advisory board of directors for the Midwest-Atlantic Telehealth Resource Center (MATRC). Boyce frequently speaks about the potential of telemedicine and the best practices for establishing new programs. Boyce holds an MBA from Terry College of Business at UGA with a focus on entrepreneurship and business planning.



### **Jennifer Dowdell, Executive Director CFG Residentials, LLC**

Ms. Dowdell's entire history has one common thread, a categorical commitment to working with challenging adolescents. This dedication appears within every chronological marker whether it be her education, her accomplishments, her job history or her professional development.

After graduating from Pennsylvania State University with a Bachelor of Science in Human Development and Family Studies, Ms. Dowdell earned a Master's Degree in Social Work from Rutgers University with an emphasis in Direct Practice with Children and Families. While obtaining her education she was also working part-time in residential programs, youth shelters, and youth crisis intervention programs.

She has worked extensively with emotionally and behaviorally complex adolescents in a variety of settings. These include psychiatric hospitals, mental health programs within correctional facilities, juvenile and family court systems and with the New Jersey Division of Youth and Family Services.

Ms. Dowdell began working with CFG as a staff Social Worker, progressing to Director, culminating in her current executive title. Under her stewardship, CFG has completely designed and implemented four residential programs addressing the severe and behaviorally complex needs of children ranging in age from eleven to seventeen years. Her initiatives include the design and implementation of a multi-disciplinary training program for all levels of residential staff professionals, the leadership of a planning team for a recruitment and new hire evaluation system that has positively impacted staff retention, the establishment of systems that have assured five years of Licensing and Fiscal regulatory compliance, the application and implementation of a team-based program that will ensure successful accreditation under Council on Accreditation (COA) and the implementation innovative of technological therapeutic approaches using cutting edge mediums such as telemedicine and virtual reality platforms.

