

Rebecca Horne

President and CEO

JK Horne

President Emeritus and Owner

ALPHA BITS

LETTER FROM THE PRESIDENT

Hello Everyone,

Summer is in full swing the pools are open, kids are outside playing until streetlights kick on. People are grilling out and families are spending sacred moments together. This is the reason I love the summer, but just like everything else in life, the season will pass too quickly. It will begin to get cooler, the leaves will change and we all get back into they cycle of shuttling kids to and from school and extra curricular activities.

My son, Nolan will be six in the fall and is growing before my eyes. Now I have a daughter who is already 10 weeks old. They both have adorable smiles and heart warming laughs. Having children has made me realize the importance of family and making memories that we can all treasure for a lifetime. Childhood is something I wish I never stepped out of, their innocence, and how simple their worries are.

As adults, we have so much responsibility, not only at home but also at work. We worry about the economy, being able to provide for our families and somehow balancing all this with tremendous work stresses. We all need to sit back and watch the kids play and soak in all their laughter, and their tears. Cuddle with them as long as we can and live for a moment through the eyes of our children.

Enjoy the rest of the summer with your families and keep making precious memories.

Thank you for everything you do! If you'd like, send us a couple of summer pictures of you and your family and permission to publish and we'd love to use them in our next newsletter!

Rebecca Horne—President/CEO



Celebrating 20 years

Of service to the people of North Carolina

1989—2009

Thank you!

We could not have done it without you!

INSIDE THIS ISSUE:

| | |
|-----------------------|---|
| EMPLOYEE RECOGNITION | 2 |
| EMPLOYEE OF THE MONTH | 3 |
| SAFETY TOPIC | 3 |
| POLICY REVIEW | 4 |
| REGIONAL NEWS | 5 |



“ A new baby is like the beginning of all things-wonder, hope, dream of possibilities.”

-Eda J. Le Shan

We want to congratulate Rebecca and Matt on the birth of Evelyn Fiona. She was born May 19th at UNC Hospital in Chapel Hill. Rebecca has returned to the office from maternity leave and we are all very excited to have her back!

Welcome back and Congratulations to the proud parents!

EMPLOYEE RECOGNITION

Happy Birthday!

Teresa K. Cutchember 8/1

Christopher Merrill 8/1

Ashley Thornton 8/2

Connie Currin 8/3

Tonya Mauldin 8/3

Stephanie Roark 8/4

Jannett Myers 8/5

Gertrude Jones 8/6

Lyric Fitzgibbon 8/6

Michele Driver 8/6

Wanda Johnson 8/11

Fannie Eleby 8/12

Kathey McMahan

Treva Underwood 8/13

Courtney Coley 8/17

Cynthia Ramsey 8/19

Juwauna Perry 8/21

Linda MCoury 8/21

Jolna Nightingale 8/21

Veronia Evans 8/22

Joseph Kotei 8/24

Brenda Buchanan 8/28

Whitney Hughes 8/28

Brenda Small 8/31

Happy Anniversary to:

Happy 10th Anniversary

Karen R. Cannon

Gloria J. Vann

Happy 8th Anniversary

Doris K. Bullock

Audie B. Hicks

Wendy Nipper

Happy 6th Anniversary

Stephanie H. Roark

Happy 4th Anniversary

Alvin E. Grindstaff, Jr.

Happy 3rd Anniversary

Yvonne C. Talley

Josephine Blackwell

Brenda Cobbins

Happy 2nd Anniversary

Dr. Burt Johnson

Cynthia Jones

Karen Judge

Happy 1st Anniversary

Ryland H. Brooks, Jr.

Holly Honeycutt

Brandi Davis

2009—Tax Holidays!

North Carolina

August 7-9, clothing - \$100, school supplies - \$100, instructional material - \$300, computers - \$3,500, other comp. - \$250, sports equip - \$50, <http://www.dornc.com/>

DOMESTIC VIOLENCE:

The Department of Health and Human Services estimates that as many as 4 million women suffer abuse at the hands of their domestic partners each year. Here are some tips from the Mayo Health Clinic to help you recognize signs of Domestic Abuse in yourself and others.

Does your partner:

- Control your finances, so you have to ask for money?
- Try to control how you spend your time, whom you see or talk to, where you go or what you wear?
- Want you to get permission from him to make everyday decisions?
- Say that his abusive behavior is “no big deal” or even denies doing it?
- Force you to have sexual intercourse or engage in sexual acts against your will?
- Use your children as pawns by accusing you of bad parenting or threatening to take the children away?

When you are ready to leave an abuser, you must be careful. Make sure to have a safety plan so that you can act quickly when the time is right. In an emergency situation, call 911 or your local law enforcement agency. If you aren't in immediate danger, consider contacting one of the following resources:

- National Domestic Violence Hotline: (800) 799-SAFE
- Your doctor or hospital emergency room.
- Local women's shelter or crisis center.
- Local court. Your district court can help you obtain a court order, which legally mandates the abuser stay away from you or face arrest.

For more info—go to: <http://www.asafeplaceforhelp.org/safetytips.html>

EMPLOYEE OF THE MONTH:

Teresa Cutchember: HAB TECH

Teresa shows good judgment and her ability to act quickly but carefully. After becoming aware of the physical symptoms of a client, he was sent to the emergency room by his doctor, where it was discovered he had a blood clot. Had she not acted as she did, the blood clot, which left untreated would have potentially serious consequences to the client.

WATER SAFETY

Protect yourself and your children by taking these simple precautions.

The most important safety measure is to **watch children constantly** when they are at the beach or near the pool or any containers of water. Many kids will not call out or splash when they are in danger.

- Empty containers or kiddie pools as soon as you are finished using them.
- Always enter the water feet first.
- Never swim alone, and don't let other adults, teens or children swim alone.
- Make sure the water is deep enough (at least 9 feet deep, according to the American Red Cross) before jumping in or diving.
- If you can't swim or don't know CPR, enroll yourself in classes. A significant number of drownings have been prevented because parents had these skills.
- Don't mix alcohol and water: each year, up to half of all adult drownings are linked to alcohol use.
- Don't chew gum or eat food while in the water—you could choke.
- Introduce your kids to the water early. Use bath time to familiarize them with floating and being underwater. Enroll them in swimming and CPR classes.
- Use regulation life preservers and floatation devices exclusively. Don't rely on water wings or air floats for safety.

AUGUST POLICY REVIEW

II.16. USE OF CORPORATE VEHICLES

Policy: Alpha-Omega Health, Inc. makes corporate vehicles available for each facility it operates. These vehicles are to be used ONLY for transporting individuals receiving services and for conducting business pertinent to the facility/ program. Corporate vehicles are not to be used by employees to conduct their personal business. Transporting individuals receiving services is a tremendous responsibility and employees are expected to be cautious and use extra care while fulfilling this responsibility. Employees who drive corporate vehicles are required to maintain a current and valid North Carolina's driver's license and must present evidence of their driving record prior to consideration for employment. A copy of each employee's current driver's license will be kept in his/her personnel file. While driving corporate vehicles, employees are responsible for the cost of any damages that occur to the vehicle if s/he is involved in an accident in which s/he is at fault. Employees are also responsible for the cost of any traffic or parking violations, they might incur while driving corporate vehicles. Employees with driving records deemed unacceptable by corporate officers will not be authorized to drive company vehicles. If an applicant or employee has over 3 insurance points on their license, they are not insurable on the corporate insurance policy. These individuals may be employed by Alpha Omega Health but cannot drive a company vehicle.



Procedures:

1. Prior to hiring a prospective employee, the supervisor must check the person's driving record and record any points or violations.
2. New employees will be asked to provide their current North Carolina driver's license, a copy of which will be maintained in their personnel files. Employees are responsible for notifying their regional office when their license has expired and submitting their new license for copying.
3. Should an employee driving an Alpha-Omega vehicle be involved in an accident in which he/she is at fault, he/she is responsible for paying for the damages him/herself, paying the deductible on Alpha Omega Health, Inc. insurance (\$1000), or may assume the costs under his/her personal vehicle insurance.
4. If an employee is involved in an accident that s/he has not caused or the cause is in question the employee will not be liable for damages.
5. Any incidents or accidents occurring while individuals receiving services are being transported, whether in an AOH owned or rented vehicle or a staff member's personal vehicle, the police are to be called to the scene and the supervisor and Regional Director are to be notified immediately. The HR Department is to be notified as soon as possible and an incident report is to be sent to the corporate office with a copy of the accident report within 24 hours. The incident report must also be sent to the Risk Management Chair. For rented vehicles, the rental agency must also be notified immediately. Staff involved in a motor vehicle accident while transporting individuals receiving services must have a urine drug screening following the accident. To clarify, for individuals transporting a client, the following forms must be completed: vehicle accident report (if company owned or rented vehicle), state incident report, employee incident report, and the employee must have a drug screen if the employee was at fault.
6. Any accidents or incidents occurring while staff is driving a company owned or rented vehicle must be reported to the police and the AOH supervisor and Regional Director immediately. The AOH supervisor will ensure that the accident and employee incident reports are completed, signed off by the Regional Director, and sent to the corporate office and the rental agency if the car is a rented vehicle. In addition, if the employee is at fault, the supervisor will ensure a drug screen is completed.
7. Employees who receive traffic or parking citations while driving Alpha-Omega vehicles assume responsibility for those citations.
8. Employees who use corporate vehicles for purposes other than related to the client or an Alpha-Omega program, i.e. for their personal use without authorization from the CEO, are also subject to disciplinary action, up to and including dismissal.
9. Employees not authorized to drive company vehicles will sign a form indicating their status as a non-driving employee. By signing a Non-Driving Status Agreement, the employee agrees not to drive company vehicles or transport clients under any circumstance. Failure to adhere to this agreement will result in disciplinary action, up to and including dismissal.
10. Smoking is not permitted in company vehicles.
11. Staff are responsible for obeying all traffic laws including driving within posted speed limits and new legislation regarding use of seat belts in vehicles and the Move over law. Seat belts must be worn at all times by all occupants of the vehicle regardless of location in the vehicle. The move over law states that you must change lanes if possible or slow down below posted speed limit if passing ANY emergency vehicle with flashing lights parked on the side of the road. Citations given for these and other traffic violations will not be paid for by Alpha Omega Health, inc. These will be the responsibility of the individual to whom the ticket is served. Staff that violate traffic laws while transporting individuals receiving services will be subject to disciplinary action. Employees must notify Alpha-Omega Health, Inc. of any traffic tickets or violations that will affect their driving record. Not doing so may result in disciplinary action.
12. For clarification on cell phone use while driving, see Policy II. 43.

AlphaOmega
HEALTH, inc.



5950 Six Forks Road
Raleigh, NC 27609
(800) 525-5298
(919) 844-1008

Have something to share?
Email jtew@aohealth.com with
any news you want to include
in the next issue.

CORPORATE OFFICE

The Corporate office would like to welcome Jennifer Tew, Director of Operations and Kim Woods, Billing and AR clerk. Please help us welcome Jennifer and Kim to our team, we are excited to have them!

Alpha Omega is also celebrating 20 years of service to the individuals and families of North Carolina. We would like to say a huge THANK YOU to all our staff, clients and their families because we could not have gotten here without each of you!

WILMINGTON OFFICE:

The Intensive In Home team is taking off has began taking referrals as well as increasing our marketing strategies to promote the program and other programs within the Wilmington office .

Jennifer Grimm is settling into her new role as Area Coordinator. Alpha Omega is so happy to have her as a part of our team and looks forward to the great new things coming from the Wilmington office

KENANSVILLE OFFICE:

The Kenansville office is currently utilizing a provisionally licensed therapist from the Wilmington office until the Intensive In Home program is up and fully functional. Also, the Kenansville office is in the process of contracting a licensed therapist who is Medicaid enrolled that will be shared with the Wilmington office.

In addition, we are interviewing a potential Telepsychiatrist next week and we are in the process of scheduling an interview with another potential candidate. The telepsychiatry program is close to kick off at full steam!

In other exciting news, the Kenansville office has several potential TFC parents that are completing applications at this time. We are really excited to begin this new program to serve the youth of Duplin county and the surrounding area!

TRIANGLE OFFICE:

Grant Goodman has settled into his position and the requirements it entails and now has a grasp of daily operations and how to run them. He has been diligently working at recruiting new therapeutic foster parents in Wake county and getting them trained and licensed. Grant is also starting up an Alternative Family Living program and is actively recruiting and training parents interested in the program. Grant has been busy marketing these and periodic programs in Wake, Person, Durham, Johnston, and Orange counties. Additionally, Grant was recently promoted to Area Coordinator for the Triangle office. Congratulations to Grant!

HENDERSON OFFICE:

An ice cream social was held in the Henderson office on Friday July 31,2009. Our consumers, staff and some families came in and had a nice time enjoying the tasty treats and dancing. A few clients and staff enjoyed the "learning/craft" area that was put in place that week. The "learning/craft" room is a wonderful addition to the Henderson office and we are so pleased at the initiative being taken in the Henderson office to improve the quality of services in that office. It is obvious that the Henderson office is continuing to strive for the best!

WINSTON SALEM OFFICE:

The Winston Salem office is currently in the process of licensing 5 five new Therapeutic Foster parents and have 3 possible transfers. Additionally, we are growing our periodic services program in Winston Salem and have brought on a new personal care client and now are actively recruiting Habilitation Technicians.

In August the Winston Salem office will start training for new 4 new parents. We look forward to having these families join the "Alpha Omega Family".

MOUNTAIN OFFICES:

The mountain offices are continuing to grow. They have recently received a new client in the DD program and are in the process of growing the case management program with the addition of another client for Targeted Case Management services. We are planning a get-together for our DD clients and their staff in late August or early September. Additionally, we are very proud to have had a client attend the Special Olympics Prom on August 1, 2009.