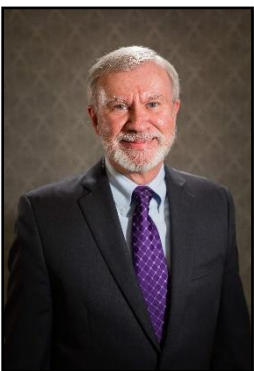




**Kathy A. Sindoni, RN, BSN, CLNC** has been a registered nurse for 25 years and has been professionally engaged in the assisted living network since 2001. She is the owner and chief consultant of Substantial Compliance Consulting Group, which provides professional assisted living service consultation and serves residences in various regions throughout New York State. As a consultant, Kathy provides assistance with regulatory compliance, DOH surveillance, quality assurance, team building, and many other such services. She is also a Certified Legal Nurse Consultant providing assistance to operators and/or attorneys on the medical or operational aspects of their cases. Kathy previously served as the Administrator and Case Manager of Bridges Cornell Heights, in Ithaca, New York from 2005-2013. Bridges became the first licensed EALR in NYS in April 2008. Additionally, Kathy serves on ESAAL's Assisted Living Services Committee which acts as an advisory panel to the organization's Board of Directors. She has also served on the Department of Health EALR workgroup.

**Jayne Perry, RN** has been a registered nurse for 34 years and has served in a professional leadership and management role for several years. Jayne previously served as the Administrator in a 120-bed residence licensed as an Adult Home/Assisted Living Facility with an Assisted Living Program (ALP) and Enhanced Assisted Living Residence (EALR) program. Jayne was also responsible for oversight of the Licensed Home Care Service Agency (LHCSA) that served the ALP population. While in this role, Jayne worked closely with RFR Consulting Group and Substantial Compliance Consulting Group to provide staff education and guidance regarding the NYSDOH rules and regulations for the Adult Home/Assisted Living Facility. This included the creation of policies, forms, and systems specific to the various resident populations within the residence. Additionally, Jayne has experience in completing UAS-NY assessments and is NYS certified to perform PRI/Screen Assessments in the community and for Assisted Living residents.



**Frank Rose, MSW** has been a professional industry consultant throughout New York State since 2008 with RFR Consulting Group, Inc. Before creating RFR, Frank worked for more than 27 years with the New York State Departments of Health and Social Services as the Director of the Bureau of Policy and Standards and Director of the Bureau of Surveillance and Enforcement for Adult Care Facilities and Assisted Living. As an RFR Consultant, he brings his expertise as a specialist in adult residential care policy, statute, regulation, surveillance and training, to providers and professional associations. He conducts operational and quality reviews, mock surveys and other survey preparedness and post-survey activities including development of policy and procedures, deficiency correction, mentoring and training of key personnel and staff, targeted review and training on specific service areas or operational issues and application preparation. He has provided expert witness services to operators and attorneys and been a member of various NYS DOH and provider association work groups. He holds a master's degree in Social Work, is certified by New York State as a Licensed Master Social Worker and is a member of the Academy of Certified Social Workers.