

To: Kurt Tarner [kurt.tarner@PFCH.com]
From: Fredric Adair [fredric.adair@PFCH.com]
Re: Compliance Team
Sent: 11/7/2008 10:22 hrs.

Mr. Tarner:

Warmest regards. I am very disappointed to hear that you plan to place a neophyte team leader at the head of this mission-critical team. As you know, I know far more about the law than does anyone else in this organization and compliance issues were a particular study of mine. The medical and ancillary services staff are all eager to make excuses for their failures to prevent this RFI and this new person will probably believe their excuses and rationales for inadequate performance.

I understand that my leadership approach may frustrate some of the other assigned team members, but their contributions would be of very limited value. Mr. Brooks and Nurse McFate, in particular, simply accuse one another and refuse to accept responsibility. Between Mr. Brooks' ignorance of the law and Nurse McFate's stubbornness, neither of them will contribute to the team.

Please appoint me Joint Commission Compliance Team Leader. Please remove Mr. Brooks and Nurse McFate from the team, as they have nothing to contribute. Your thoughts and Dr. Grboyan's thoughts may be of interest, so my recommendation is that the team consists of you, Dr. Grboyan, and me. I await your decision.

Sincerely

Fredric Adair, Esq., Chief Compliance Officer
PATTON – FULLER COMMUNITY HOSPITAL