



Scott Walker
Governor

Kitty Rhoades
Secretary

State of Wisconsin
Department of Health Services

OFFICE OF LEGAL COUNSEL

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P O BOX 7850
MADISON WI 53707-7850

TELEPHONE: 608-266-8428

FAX: 608-267-1434
dhs.wisconsin.gov

June 2, 2015

Emily A. Stibbe
604 9th Street
Menasha, WI 54952

**RE: Rehabilitation Review Request Number: 2015-21-DHS
Approval**

Dear Ms. Stibbe:

The Rehabilitation Review Panel finds that you have demonstrated sufficient evidence to support rehabilitation approval to seek employment in the following Department of Health Services regulated entities for which you sought approval: community based residential facilities, community mental health, developmental disabilities and alcohol and other drug abuse services, and hospitals. No decisions have been made on areas for which you did not seek approval. You will need to submit another rehabilitation review application if you wish to seek approval for other entities.

This decision is based on consideration of the information submitted in your application materials, including the results of the Caregiver Background Check that was run on or about 3/11/15, the verbal information provided by you during the Panel's meeting, and other materials that may have been gathered.

This approval includes the following conditions or limitations:

- you do not commit any crimes, acts, or offenses that lead to arrest or conviction or findings by a government agency of misconduct (abuse or neglect of another or misappropriation of a client's property);
- you do not commit further law violations;
- you do not commit acts or threats of violence toward others.

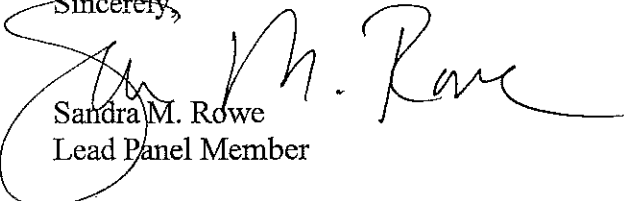
This approval does not remove a barred criminal conviction nor does it remove a governmental finding from the Wisconsin Caregiver Misconduct Registry or county/state child abuse/neglect records. It also does not guarantee that you will receive a license, certification, registration, employment, contracts, or permission to reside at an entity and you still may not be able to work in a federally certified nursing home¹ or intermediate care facilities for persons with an intellectual disability (ICF/ID)².

This grant of approval may be withdrawn if you fail to comply with any of the above conditions or limitations of approval or for any of the following reasons:

- if, subsequent to rehabilitation approval, you commit a crime, act, or offense that is barred;
- if you knowingly withheld pertinent information that could or would have affected the Review Panel's decision to approve the rehabilitation review request; or
- if you knowingly submitted false information relevant to the rehabilitation review request that could or would have affected the Review Panel's decision to approve your rehabilitation review request.

Please retain a copy of this letter for your records. You may share a copy of this letter as confirmation of the Department's position with any entity that may require you to apply for rehabilitation approval. Before an entity or agency may make a decision concerning your employment, contract, non-client residency or regulatory approval, the status of this rehabilitation approval must be verified with the Department of Health Services by calling 608-266-8428.

Sincerely,



Sandra M. Rowe
Lead Panel Member

cc: Office of Caregiver Quality

¹ Federal law bans employment at a federally certified nursing facility of an individual who has a conviction or finding of abuse, neglect or misappropriation if the victim was a resident of a federally certified nursing facility or skilled nursing facility and if the perpetrator was a nurse aide. Rehabilitation approval does not change this. 42 CFR § 483.13

² Federal law bans employment at a federally certified Intermediate Care Facility for Persons with an Intellectual Disability (ICF/ID) of an individual who has a conviction or prior employment history of abuse, neglect or misappropriation. Rehabilitation approval does not change this. 42 CFR § 483.420

To Whom It May Concern:

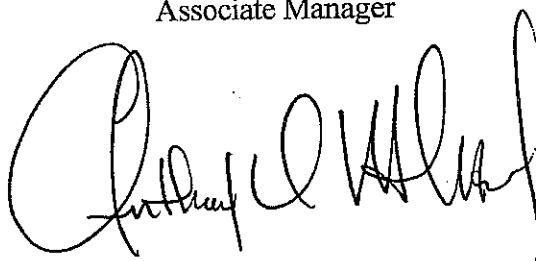
I'm writing this letter of recommendation in honor of Emily Stibbe. My name is Anthony Mahosky and Associate Manager here at Golden Corral Buffet & Grill.

Emily was hired here at Golden Corral back in March 2012, at a point in which she was going through a tough time in her young life. She was very honest and up front with Golden Corral and management with her situation that was occurring in her life. We here at Golden Corral realized that life is not perfect. When seen that within Emily she was very dedicated to the circumstances in her life, as well as our business and getting back on track in life. With respect that we saw within Emily we all came together and worked together as a team in assisting Emily in any way that would support her.

Here we are into February 2015. Emily has come a long way in life as well in our establishment at Golden Corral. Emily continues to show great responsibility with her work ethic and smart decisions in life. She is always on task, leading by example, over achieving on all levels, and extremely personable with each and every guest that comes through our doors. She also receives great amounts of compliment's from our guests on her actions and quality service at Golden Corral.

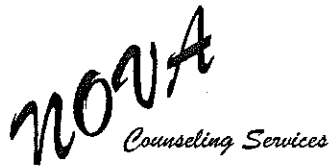
On behalf of Emily and the Golden Corral we could go on and on. From Golden Corral Management, Co-workers, and all our guests. It has been very much a great pleasure to have Emily as a part of our family. We look forward to great success with Emily and her bright future. With great pleasure, I thank you!

Sincerely,
Anthony Mahosky
Associate Manager

A handwritten signature in black ink, appearing to read 'Anthony Mahosky', written in a cursive style.

920-739-6093

PHONE: 800-298-8170
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3240 JACKSON ST.
OSHKOSH, WI 54901
WWW.NOVAOSHKOSH.COM

January 5, 2015

Emily Stibbe
604 9th St.
Menasha, WI 54902

To Whom It May Concern:

I am writing this letter on behalf and at the request of Emily A. Stibbe (D.O.B.: 1/27/86) who received treatment at this center for chemical dependence beginning 12/7/11. Ms. Stibbe initially completed 28-day, primary residential treatment and was discharged on 1/4/12 with staff approval. She then initiated transitional residential treatment at this center on 1/4/12 and completed this treatment after 90 days with staff approval on 4/3/12. Ms. Stibbe then initiated outpatient aftercare treatment on 4/5/12, also at this center. She remained engaged in this outpatient treatment component for more than 1 ½ years, and was discharged on 10/23/13. Her discharge status was absent without leave. Ms. Stibbe may use this letter for any purposes at her discretion.

Respectfully,

A handwritten signature in dark ink, appearing to read "Gerald A. McGlone".

Gerald A. McGlone, LCSW, DCSW, CSAC, MAC, ICS
Substance Abuse Counselor



Dr. Susan A. May, President

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January 27, 2015

Wisconsin Department of Health Services
Office of Legal Counsel
One West Wilson Street, Room 651
P. O. Box 7850
Madison, Wisconsin 53707-7850

Dear Review Panel Members;

This missive is submitted to you as one of the three character reference letters for the rehabilitation review of Emily Stibbe, DOB 1/27/86. I am the Department Chair for the substance abuse counseling degree program in which Emily is enrolled here at Fox Valley Technical College in Appleton, Wisconsin. I have become acquainted with Emily as a result of my roles as her program advisor and primary instructor during the past year.

I think the best way for me to share my perceptions of Emily's character is to briefly comment on the manner in which she has approached the challenges and consequences posed by her past inappropriate conduct. Emily, from the first, was forthcoming about her legal history and her past substance abuse. She took the initiative to meet with me and to explain the situation. In cases like hers, uncertainty exists about the student's ability to obtain a field placement (part of the degree) and her ultimate employability. So a positive finding of the Review Panel is vital. Emily has been candid about her past and has taken the initiative to pursue this rehabilitation review with my guidance. This speaks to a high level of motivation, honesty, and integrity.

The fact that Emily successfully completed the requirements of her drug court experience and has shown neither a return to substance abuse nor to illegal behavior strongly suggests to me that she has made the kinds of internal changes that define the word "rehabilitation." As a licensed Clinical Substance Abuse Counselor for over 30 years, I know that it is changes in behavior and not just verbalized progress that show genuine remorse for past wrongdoing and true change in the heart of the individual. Emily is undaunted in her efforts to eventually become a substance abuse counselor and make out of her past a career in helping those who still struggle with drugs and alcohol.

Here at school, Emily has shown herself to be an excellent and dedicated student, compiling a cumulative grade point average of 4.0 over the past four terms. In the classroom, she demonstrates a very high level of motivation, responsibility, and scholarship. She has said to me on many occasions that learning as much as she possibly can about the profession is vital for her to be the best counselor she can be. Faculty are impressed by her counseling skills and her hardworking attitude.

My hope in writing this is to express my respect for Emily and my confidence in her ultimately being successful in our degree program. Her willingness to do whatever is necessary to fulfill her goal of providing treatment services to people with substance use disorders is unquestionable. Her level of demonstrated responsibility is exceptional, and her passion to grow, both personally and professionally, speaks to the true definition of rehabilitation as I understand it. I hope that you will consider her review request favorably. The future of my profession need people like Emily Stibbe to carry on the traditions of sound client care and ethical treatment.

Thank you for your attention to this letter.

Respectfully Yours,

Greg A. Delaney MSE, CSAC

Greg A. Delaney, MSE, CSAC
AODA Program Department Chair and Lead Instructor
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