

OAK HILL/GILEAD COMMUNITY SERVICES

AFFILIATION FAQ'S

GENERAL QUESTIONS

1. Why are Oak Hill and Gilead Community Services going to affiliate?

This affiliation is an exciting opportunity for Gilead and Oak Hill for many reasons, but chief among them are the desire to create an integrated system of care for individuals with both developmental disabilities and mental health disorders – a population that is desperately in need of coordinated care. In light of on-going State budget deficits with little to no rate increases, the affiliation provides both organizations opportunities to create operational synergies. In short, this new affiliation will allow both organizations to share expertise and resources in crucial areas. Oak Hill's strengths providing services to individuals with physical and intellectual disabilities will complement Gilead's broad spectrum of recovery-oriented mental health services.

2. What will this affiliation look like?

Because of the strong connections to the communities we serve, both organizations will retain their name and mission. Both organizations will remain separate corporations, and will continue to have separate boards of directors. Under the new agreement, Gilead becomes a subsidiary of Oak Hill. All of the current programming in both organizations will remain in place.

3. How is an affiliation different than a merger?

In an affiliation, each agency retains its name and mission, both organizations remain separate corporations, and will continue to have separate boards of directors.

This is not a merger. Typically, in a merger, one of the two organizations would remain as the “surviving entity” or a new entity would be formed and the other entity would essentially disappear.

4. When will this affiliation happen?

The Affiliation has been approved by the Boards of Directors of both organizations. The parties anticipate that the Affiliation will be finalized by mid-November, 2016. After that, the parties will work together collaboratively to develop and execute an integration plan.

5. Where will my donation go?

Both Gilead and Oak Hill will continue to have separate fundraising programs. Donations will be given to the organization to which the donor designates their gift.

EMPLOYEE SPECIFIC QUESTIONS

1. How long has this idea been discussed?

The boards of both agencies have been discussing how to integrate services for some time. Oak Hill and Gilead have been discussing the concept of an affiliation for several months. During that time, the boards of directors of each organization have been engaged in due diligence, reviewing each other's corporate documents. The parties also needed to inform contracting agencies (DDS, DMHAS, DCF, OPM) about the affiliation and the plan for creating programmatic and financial synergies.

2. What are some of the organizational/procedural changes we can anticipate?

The majority of the day to day operations are not anticipated to change. One of the goals of the affiliation is to take the "best practices" from both organizations to enhance Gilead and Oak Hill's ability to preserve our missions, positions and our passion for providing quality services.

3. How will this affiliation impact me and my position?

For now, both Gilead and Oak Hill will continue to function programmatically as they have been. Over the next year, Oak Hill and Gilead will work to integrate administrative functions where it makes sense to do so. At the same time, we anticipate the creation of new opportunities for professional growth, and new models of care as we share clinical services to enhance programming.

4. Will Gilead's clients be able to access Oak Hill services and vice-versa?

Yes. The affiliation will provide access to a greater array of supports and services for the people we serve, and it will enable us to share expertise in crucial areas: Oak Hill's strengths in intellectual disability, vision, hearing, autism and person-centered services will complement Gilead's recovery oriented community mental health services. As needed, both agencies will now have the ability to utilize the other's expertise to help our participants who often face multiple and complex challenges.

GILEAD SPECIFIC QUESTIONS

1. Will any Gilead programs be closed as a result of this affiliation?

We do not expect any Gilead programs to close as a result of this affiliation. In fact, this affiliation will support both agencies in continuing their mission to their communities and to make sure that vital programming remains in place for many years to come.

2. Will Gilead keep its name, logo, tagline and website?

Gilead will retain its name, logo, tagline and website.

3. Will Gilead still have a board of directors?

Yes; the board will continue to function as a separate entity. Two Gilead board members will have seats on the Oak Hill board and Oak Hill will have a seat on the Gilead board.

4. Will Gilead still have a CEO?

Yes. The CEO will continue to report to the Gilead Board and the Oak Hill President & CEO, Barry Simon.