



MEMO

To: All Ongwanada Staff

From: Dr. Lak Chinta

Date: July 23, 2024.

Re: Organizational Transitions and Updates

Dear Team,

I hope this message finds you all in good spirits.

I am reaching out to provide you with an update on the recent transitions within our organization. The current period, characterized by compliance requirements, operational reviews, and the departure of senior leaders, has undoubtedly presented some challenges and stress for all of us.

I want to assure each of you that we are here to support you during this time of transition. Together, we will emerge stronger and rise to the occasion to fulfill our responsibilities in caring for both our supported individuals and our staff. I have full confidence in our dedicated front-line staff and experienced management team to provide support and work together cohesively during this transitional phase.

Today marks Neil Baker's last day as he pursues new opportunities. As the Senior Director of Finance, Neil played a pivotal role in guiding us through the audit process and implementing key processes within the facilities and information technology teams. We extend our best wishes to him for his future endeavors. In the interim, the CEO will oversee Finance, Facilities, and I.T., and we will soon be posting the Senior Director of Finance position.

Based on valuable feedback from all of you, we have initiated a realignment and enhancement of our current work to shape the future service delivery portfolios with a focus on accountability, quality, and streamlining operations. We have identified a transition phase that is expected to continue through December 2024. This timeline offers us the opportunity to collaborate with various teams as we chart the course for the future of our organization.

Please be assured that we are fully committed to supporting you through these transitions. Together, we will navigate this transition period and emerge stronger as a unified and resilient team.

Warm regards,
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Dr. Lak Chinta
CEO, Ongwanada