



Thomas O'Hara, MBA  
President

---

*Research Foundation for Mental Hygiene, Inc.  
150 Broadway, Suite 301, Menands, NY 12204  
Phone: (518) 474-5661 Fax: (518) 474-6995*

*Robert E. Burke, CPA  
Managing Director*

---

## **Notice of Electronic Monitoring**

All RFMH Employees are advised that any and all telephone conversations or transmissions, electronic mail or transmissions, or internet access or usage by an employee may be subject to monitoring at any and all times and by any lawful means.