



State of Nevada

**Board of Examiners for Social Workers**

4600 Kietzke Lane, #O-264, Reno, NV 89502

(775) 688-2555

**PUBLIC NOTICE OF BOARD MEETING and NAC CHANGE HEARING**

**1:00 PM on Wednesday, October 16, 2024**

BESW strives to maintain government transparency and protect public safety. We are offering a virtual option for attendance via Zoom conference. Cameras will be on for the duration of the meeting. Supporting materials will be available electronically at the BESW website: <http://socwork.nv.gov/board/Mtgs/>.

The Nevada Board of Examiners for Social Workers is Inviting you to a scheduled Zoom meeting.

**Topic: October 2024 BESW Board Meeting**

**Time: Oct 16, 2024 01:00 PM Pacific Time (US and Canada)**

**Place: 4600 Kietzke Lane, #G-160, Reno, NV 89502**

**Or Join via Zoom**

Join Zoom Meeting

<https://zoom.us/j/92290704804?pwd=7rxiCnCCPmrZPg4WKGKvYZiAIycrMG.1>

Meeting ID: 922 9070 4804

Passcode: 061296

One tap mobile

+12532050468,,92290704804#,,,,\*061296# US

+12532158782,,92290704804#,,,,\*061296# US (Tacoma)

Dial by your location

- +1 669 900 9128 US (San Jose)
- +1 301 715 8592 US (Washington DC)
- +1 312 626 6799 US (Chicago)
- +1 646 558 8656 US (New York)

Meeting ID: 922 9070 4804

Passcode: 061296

Find your local number: <https://zoom.us/u/abOBaNNQeT>

Please Note: The Board of Examiners for Social Workers may address agenda items out of sequence, combine the agenda items, pull, or remove the agenda items, to aid

the efficiency or effectiveness of the meeting or to accommodate persons appearing before the Board. The Board may continue agenda items to the next meeting as needed. (NRS 241.020)

Public comment is welcome by the Board and will be heard at the beginning of the Board meeting following the Call to Order and Roll and at the end of agenda prior to the adjournment of the Board meeting. Public comment may be limited to three (3) minutes per person. The Board meeting Chair may allow additional time to be given a speaker as time allows and at his/her sole discretion. Once all items on the agenda are completed the meeting will adjourn. Prior to the commencement and conclusion of a contested case or a quasi-judicial proceeding that may affect the due process rights of an individual, the Board may refuse to consider public comment. See NRS 233B126.

## **AGENDA**

Items may be taken out of order; Items may be combined for consideration by the public body; Items may be pulled or removed from the agenda at any time; the public body may place reasonable restrictions on the time, place, and manner of public comments, but may not restrict comments based upon viewpoint.

- **NOTE: Per Open Meeting Law, before speaking please state your full name for the record.**

### **1. Call to Order, Roll Call.**

### **2. Public Comment.**

*Note: No vote may be taken upon a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action may be taken. (NRS 241.020). Public comment may be limited to three (3) minutes.*

### **3. Board Operations:**

#### **A. Review and Discuss August 21, 2024 Meeting and Hearing Minutes (For Possible Action).**

#### **B. Board Review of Hearing for Virgilio DeSio, License No. 6200-C (For Possible Action).**

#### **C. Board Review of Consent Decree for Robert Chickering, License No. 2502-S (For Possible Action).**

#### **D. Legislative Update – Nick Vanderpoel (For Discussion)**

##### **a. Proposals Relating to Health Care Workforce and Licensing.**

##### **i. BDR 54-403 –“Revises provisions relating to Behavioral Health” From the Rural Regional Behavioral Health Policy Board (Social Work Interstate Compact)**

- ii. **BDR 40-353 – “Makes revisions relating to health professions” – From the Joint Interim Standing Committee on Health and Human Services. Proposal for Health Care Workforce. Proposing combining the Behavioral Health Board under DPBH.**
- iii. **BDR 352 -“Revises provisions relating to social work” From the Joint Interim Standing Committee on Health and Human Services: Proposing Social Work Apprenticeship Program.**
- iv. **BDR 54-301 “Revises provisions relating to boards and commissions From Department of Business and Industry”. Proposing consolidating most Nevada Boards.**

**E. Executive Director Meeting with Nikki Hagg, Deputy Director of Business and Industry (For Discussion).**

**F. Quarter End Finances – Sandy Lowery (For Possible Action).**

**G. Audit Update – Sandy Lowery (For Possible Action).**

**H. Occupational Board Quarterly Report. (For Possible Action).**

**I. ASWB Delegate Assembly. November 7-9, 2024. (For Possible Action).**

**J. Executive Director’s Report (Informational).**

- i. Inquiry about future agenda items.

**4. Public Comment.**

*Note: No vote may be taken upon a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action may be taken. (NRS 241.020). Public comment will be limited to three (3) minutes.*

**5. Adjournment.**

**Please contact Vikki Erickson, LCSW at (775) 688-2555 for information regarding the meeting. Supporting materials can be accessed electronically at the BESW website: <http://socwork.nv.gov/board/Mtgs//>.**

**This notice has been posted at the Office of the Board of Examiners for Social Workers; the Board’s Web Site [www.socwork.nv.gov](http://www.socwork.nv.gov) and the State of Nevada’s Public Notice Website <http://notice.nv.gov>**



3A

Meeting/Hearing Minutes – August 21, 2024



State of Nevada

## **Board of Examiners for Social Workers**

4600 Kietzke Lane, #O-264, Reno, NV 89502

(775) 688-2555

On August 21, 2024, the board meeting for the State of Nevada Board of Social Work Examiners was called to order by Dr. Esther **Langston** at 9:00 AM. A roll call was taken. Board members in attendance: Esther **Langston**, Linda **Holland Browne**, Vice Chair, Abby **Klimas**, Jamie **Vaughn**, and Michelle **Rubinstein Meadows**. Board staff in attendance were Vikki **Erickson** and Sandy **Lowery**. Guests in attendance were Mary **Thomas**, Sabrina from Bellson Case Government Affairs, Linda Anderson from Nevada Public Health Foundation and Kay who is a Policy Analyst at the Auto Company. Harry **Ward** was present as the Deputy Attorney General.

**Langston** moved to Agenda Item 2. Public Comment. **Erickson** announced that the Zoom Meeting ID is 91657012495 with a passcode of 404148. **Erickson** indicated that there was no email with any public comment, nobody in the office to provide public comment and nobody on the telephone with public comment.

**Langston** moved to Agenda Item 3A. Review and Discuss the May 15, 2024 Meeting and Hearing Minutes (For Possible Action). **Holland Browne** made a motion to accept the May 15, 2024 Meeting. **Rubinstein Meadows** seconded the motion. There was a unanimous approval of the May 15, 2024 meeting minutes.

**Langston** moved to Agenda Item 3B. Board Review, Discussion and Possible Approval, Board Review of Application for LMSW license for Mary **Thomas**. (For Possible Action). **Erickson** reported that Ms. **Thomas** initially applied for endorsement for an LMSW license in July 2024 however she was not licensed in another state so an endorsement would be the wrong application. **Erickson** states that the board office refunded Ms. **Thomas** the endorsement fee. Ms. **Thomas** was licensed in Nevada from November 23<sup>rd</sup>, 2021 to June 30<sup>th</sup>, 2023. She was a clinical intern at Moriah Behavioral Health. Ms. **Thomas** let her license expire and then was licensed in Michigan as an LMSW until February 24<sup>th</sup>, 2024. While completed her application, Ms. **Thomas** indicated that she had a sanction restriction or disciplinary action filed against her. She uploaded the explanation to the disciplinary action. Ms. **Thomas** also provided a copy of the consent order and the initial complaint for board review. Ms. **Thomas**' social work license was suspended in Michigan because of this consent. She provided professional and personal references for review by the board to include a letter from her clinical supervisor at the time of the occurrence. Ms. **Thomas** has completed all the CEU requirements on suicidal ideation, boundaries and how to manage countertransference and transference that she was required to do in the consent decree. Ms. **Thomas** was introduced to the board to answer any questions that the board may have and is hopeful to be approved for licensure. Ms. **Erickson** inquired if Ms. **Thomas** would like to go in to closed session. Ms. **Thomas** indicated that she would like to go in to closed session.

Closed session began at 9:07 AM.



State of Nevada

## **Board of Examiners for Social Workers**

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**Erickson** started the recording to return to the open session of the August 21, 2024 Board Meeting starting at 9:35 AM. Ms. **Erickson** let everybody out of the wait room.

**Langston** requested a motion from the board to approve the LMSW licensure of Mary **Thomas**. **Klimas** made the motion, **Rubinstein Meadows** seconded the motion.

**Langston** inquired if there was any discussion. **Klimas** inquired if there was an ability to put a stipulation of supervision prior to approving Ms. **Thomas**' licensure.

**Ward** stated, "You can craft a motion that would include these requirements with the approval, considering your concern". **Ward** indicates that if that happens, then the motion maker would rescind the vote and the second motion would rescind the second, and a new motion would be made with the stipulation of continued education or supervision.

**Klimas** and **Rubinstein Meadows** rescinded their motions.

**Klimas** made a motion to grand the LMSW license with a stipulation of continued supervision at her work site for a year.

**Holland Browne** states she would like to add that the board receives a report at least every six months around the issues of both boundaries and suicide risk and requests that the motion be amended.

**Langston** states the motion has been amended. She restates the motion that the LMSW license be issued with weekly supervision for one year with reports to the board at six months and at the end of the year by the supervisor.

Unanimous vote to amend the motion.

**Erickson** states she will be in touch with Ms. **Thomas** regarding issuing her an LMSW license.

Ms. **Thomas** thanked the board, "I am not going to let the state of Nevada or the board down, so thank you. I take this very seriously".

**Langston** moves to Agenda Item C: Board Review of Hearing for Virgilio DeSio, License No. 6200-C (For Possible Action). **Ward** states he does not see the attorney who is representing Mr. DeSio, Kevin Colburn, who had made an appearance earlier in the meeting. "Just to let you guys know we are in discovery". **Ward** provided some background to the case, "It's a per se violation. Mr. DeSio failed to inform the board in writing of an arrest". **Ward** states that DeSio has new counsel and requests that this matter to be continued and kept on the agenda for updates in trying to resolve this matter".

**Langston** moved to Agenda Item D. Legislative Update – Nick Vanderpoel (For Discussion)

Mr. Vanderpoel was unavailable for the board meeting, however **Erickson** provided some updates. **Erickson** stated that she had attended a working session of a legislative committee which discussed a BDR for social work apprentices. **Erickson** discussed that the board office was sent an email questioning how this would impact the board. **Erickson** stated that the response was that the BSW and MSW students at the universities in Nevada already have practicums and clinical interns have a 2-3 year internship, so a conversation with the sponsor with the bill and our legislative liaison would be helpful to explore what needs to happen next.

**Langston** states that both UNLV and UNR are accredited by the Council on Social Work Education that stipulates the requirements for students in field practicum and what they need to do. **Holland Browne** supported the same concern.

**Langston** moved to Agenda Item D. a. ii. BDR Proposal for Health Care Workforce. **Erickson** provided the update that there is a BDR to combine behavioral health boards under DPBH that we are following. **Erickson** states there is also another BDR in the process to combine most boards and commissions into one board under Business and Industry, so we are watching that as well. **Erickson** stated that there is a meeting with the regulators of the boards and commissions in Nevada to meet in Carson City tomorrow with the division administrators of Business and Industry to discuss further. **Holland Browne** inquired what course of action is available to the board to prevent this. **Ward** stated that this is moving forward by legislators and the governor, but understands the concern. **Holland Browne** stated that she feels the Board of Examiners for Social Workers has very high standards and actively pursues keeping the community safe. She expressed, “my biggest fear with our melding with other boards whose standards may not meet ours. And frankly, our standards are pretty high”. **Rubinstein Meadows** inquired how to disseminate the information about a combination board out to social workers across the state. She inquired if there is a possibility of doing a workshop. **Erickson** stated that she will continue to work the legislative liaison to know how to move forward with this. **Rubinstein Meadows** expressed concern that there wouldn’t be a social worker sitting on a consolidated board.

**Langston** moved to Agenda Item D. b. Interstate Compact (For Discussion). **Erickson** stated that we are still moving towards an interstate compact for licensed social workers and it seems legislators are in favor of this.

**Langston** moved to Agenda Item #. Executive Director Meeting with Nikki Hagg, Deputy Director of Business and Industry. **Erickson** discussed that she will be attending a meeting with the Deputy Director and Director of Business and Industry tomorrow in Carson City. **Erickson** stated that she had joined a zoom meeting to attend the meeting in Las Vegas as well, and the discussion was about a model moving into a consolidated board.

**Langston** moved to Agenda Item F. Year End Finances – Sandy **Lowery** (For Possible Action). **Lowery** shared her screen with the year end numbers. She states that our income came in at 119% of anticipated revenue. Our salaries and expenses are at 92%. We are at 82% of all other expenses, so we are doing very well. **Langston** inquired if we were underfunded in our retirement account, and that has been rectified. Dr. **Langston** thanked the board staff for being frugal and thanked **Lowery** for finalizing the budget. Sandy discussed the governors



request to do an 11% pay increase to all state staff and the board budget had the availability to accommodate that.

**Langston** moved to Agenda Item H – ASWB Delegate Assembly November 7-9, 2024 (For Discussion). **Erickson** stated that this year the ASWB will be providing funding for board administrators to attend, however **Erickson** is running for Board of Directors Administrator, so will be funded regardless. **Erickson** inquired if there was a board member who would like to serve as a delegate, and the board could consider an alternate delegate as well. **Langston** states she would like to attend the delegate assembly as the delegate since she is the current president of the board. **Holland Browne** indicated she was interested in attending as the alternate delegate and will consider this. **Rubinstein Meadows** indicated she would like to be considered if there is a spot available as well.

**Langston** moved to Agenda Item I. CLEAR's 2024 Annual Education Conference, September 16-19, 2024 (For Discussion). **Erickson** stated she is scheduled to attend the CLEAR Education Conference. She indicated the agenda appears relevant because it includes topics such as sexual misconduct investigations and Cultural Diversity topics for the regulatory boards.

**Langston** moved to Agenda Item J. Executive Director's Report (Informational). **Erickson** thanked Sandy **Lowery** and Chelsea **Benegas** for gathering the important information to submit for our yearly audit that will happen in a couple of weeks. **Erickson** stated she set up a meeting room at this building complex for our October 16, 2024 in person meeting, so will be reaching out to the board members in Las Vegas to security transportation and lodging. **Erickson** stated she has the ASWB planning to attend to discuss the exam, and CSG to discuss the interstate compact.

**Langston** moved to Agenda Item 4: Public Comment: **Erickson** stated there was nobody in the office, nobody on the phone, and no emails received with public comment, but wanted to invite the public to join the zoom meeting with the meeting ID of 91657012495 with a passcode of 404148.

**Langston** adjourned the meeting at 10:29 AM.

3C

OML Waiver – Robert Chickering



State of Nevada

**Board of Examiners for Social Workers**

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**NOTIFICATION OF OPEN MEETING LAW SERVICE REQUIREMENTS**

I, Robert Chickering, being apprised of the requirements under NRS 241.033 and NRS 241.034 for a public body to notify a person by certified mail at least twenty-one (21) working days in advance or by personal service at least five (5) working days in advance of a meeting in which that public body will consider that person's character, professional competence, or physical or mental health, do hereby acknowledge that I have been informed of these requirements and that a regularly scheduled Board meeting shall take place at the time, date and location noted below:

**State of Nevada, Board of Examiners for Social Workers**

**Virtual Board Meeting**

**1:00 PM on Wednesday, October 16, 2024**

Join Zoom Meeting

<https://zoom.us/j/92290704804?pwd=7rxnCnCCPmrZPg4WKGKvYZiAlYcrMG.1>

Meeting ID: 922 9070 4804

Passcode: 061296

One tap mobile

+12532050468,,92290704804#,,, \*061296# US

Included on the October 16, 2024, Board meeting agenda will be an action item:

**Review, Discussion and Possible Approval, Board Review of Consent Decree for Robert Chickering, LSW 2502-S. (For Possible Action)**

The Board's review and discussion regarding this matter may entail consideration of my character, professional competence, physical or mental health. In addition to the above information, I have also been informed by the Board's Executive Director that the Board meeting agenda as well as minutes from the October 16, 2024, Board meeting are public documents which will be publicly available, including publicly posted on the Board's website, [www.socwork.nv.gov](http://www.socwork.nv.gov). Copies of the above referenced Nevada Revised Statute (NRS) have also been provided to me for my review.

DATED: 9<sup>th</sup> day of October (month), 2024

By:   
Signature

Witness  
10/9/2024  
Date

**NRS 241.033 Meeting to consider character, misconduct, competence or health of person or to consider appeal of results of examination: Written notice to person required; exception; public body required to allow person whose character, misconduct, competence or health is to be considered to attend with representative and to present evidence; attendance of additional persons; copy of record.**

1. Except as otherwise provided in subsection 7, a public body shall not hold a meeting to consider the character, alleged misconduct, professional competence, or physical or mental health of any person or to consider an appeal by a person of the results of an examination conducted by or on behalf of the public body unless it has:

- (a) Given written notice to that person of the time and place of the meeting; and
- (b) Received proof of service of the notice.

2. The written notice required pursuant to subsection 1:

(a) Except as otherwise provided in subsection 3, must be:

- (1) Delivered personally to that person at least 5 working days before the meeting; or
- (2) Sent by certified mail to the last known address of that person at least 21 working days

before the meeting.

(b) May, with respect to a meeting to consider the character, alleged misconduct, professional competence, or physical or mental health of a person, include an informational statement setting forth that the public body may, without further notice, take administrative action against the person if the public body determines that such administrative action is warranted after considering the character, alleged misconduct, professional competence, or physical or mental health of the person.

(c) Must include:

(1) A list of the general topics concerning the person that will be considered by the public body during the closed meeting; and

(2) A statement of the provisions of subsection 4, if applicable.

3. The Nevada Athletic Commission is exempt from the requirements of subparagraphs (1) and (2) of paragraph (a) of subsection 2, but must give written notice of the time and place of the meeting and must receive proof of service of the notice before the meeting may be held.

4. If a public body holds a closed meeting or closes a portion of a meeting to consider the character, alleged misconduct, professional competence, or physical or mental health of a person, the public body must allow that person to:

(a) Attend the closed meeting or that portion of the closed meeting during which the character, alleged misconduct, professional competence, or physical or mental health of the person is considered;

(b) Have an attorney or other representative of the person's choosing present with the person during the closed meeting; and

(c) Present written evidence, provide testimony and present witnesses relating to the character, alleged misconduct, professional competence, or physical or mental health of the person to the public body during the closed meeting.

5. Except as otherwise provided in subsection 4, with regard to the attendance of persons other than members of the public body and the person whose character, alleged misconduct, professional competence, physical or mental health or appeal of the results of an examination is considered, the chair of the public body may at any time before or during a closed meeting:

(a) Determine which additional persons, if any, are allowed to attend the closed meeting or portion thereof; or

(b) Allow the members of the public body to determine, by majority vote, which additional persons, if any, are allowed to attend the closed meeting or portion thereof.

6. A public body shall provide a copy of any record of a closed meeting prepared pursuant to NRS 241.035, upon the request of any person who received written notice of the closed meeting pursuant to subsection 1.

7. For the purposes of this section:

(a) A meeting held to consider an applicant for employment is not subject to the notice requirements otherwise imposed by this section.

(b) Casual or tangential references to a person or the name of a person during a meeting do not constitute consideration of the character, alleged misconduct, professional competence, or physical or mental health of the person.

(c) A meeting held to recognize or award positive achievements of a person, including, without limitation, honors, awards, tenure and commendations, is not subject to the notice requirements otherwise imposed by this section.

(Added to NRS by 1993, 2636; A 2005, 977, 2246, 2248; 2011, 2388; 2019, 3624)

1                                   **BEFORE THE NEVADA STATE BOARD OF**  
2                                   **EXAMINERS FOR SOCIAL WORKERS**

3   IN THE MATTER OF

4   ROBERT CHICKERING  
5   LSW 2502-S

CASE NO.: G23-09

6                                   Respondent.

7                                   **STIPULATED CONSENT DECREE**

8           The State of Nevada Board of Examiners for Social Workers ("BOARD") having  
9   jurisdiction over licensee ROBERT CHICKERING ("Chickering" and/or "Respondent"),  
10   pursuant to NRS 641B.020; an accusation against said licensee having been received  
11   alleging violations of the Nevada statutes and regulations controlling the practice of  
12   social work; and the parties being mutually desirous of settling the controversy between  
13   them relative to the pending accusations,

14           IT IS HEREBY STIPULATED AND AGREED between the undersigned parties  
15   that this matter shall be settled and resolved upon the following terms:

16                                   **VOLUNTARY WAIVER OF RIGHTS**

17           Chickering is aware of, understands, and has been advised of the effect of this  
18   Consent Decree, which he has carefully read and fully acknowledges. Chickering has had  
19   the opportunity to consult with competent counsel of his/her choice.

20           Chickering has freely and voluntarily entered into this Consent Decree, and he/she  
21   is aware of his/her rights to contest the charges pending against him/her. These rights  
22   include representation by an attorney at his/her own expense, the right to file an answer  
23   in response to a formal complaint, the right to a public hearing on any charges or  
24   allegations formally filed, the right to confront and cross-examine witnesses called to  
25   testify against him/her, the right to present evidence on his/her own behalf, the right to  
26   testify on his/her own behalf, the right to receive written findings of fact and conclusions  
27   of law supporting the decision on the merits of the complaint, and the right to obtain  
28   judicial review of the decision. All these rights are being voluntarily waived by

1 Chickering in exchange for the BOARD'S acceptance of this Consent Decree.

2 If the Consent Decree is not accepted by the BOARD, no member of the BOARD  
3 will be disqualified from further hearing of this matter as the BOARD has not been  
4 presented with any evidence in this matter. By reason of the BOARD's consideration of  
5 the Consent Decree, Chickering hereby waives any claim of bias or prejudice based upon  
6 said consideration by any member of the BOARD in any subsequent disciplinary hearing  
7 conducted by the BOARD.

### 8 JURISDICTION

9 Chickering acknowledges that the BOARD has jurisdiction over him/her and the  
10 alleged conduct that has precipitated this Consent Decree. Chickering acknowledges that  
11 the BOARD has the legal power and authority to take disciplinary action, including, but  
12 not limited to, the revocation of his/her license to practice social work in Nevada.

13 Chickering acknowledges that the BOARD will retain jurisdiction over this matter  
14 until all terms and conditions set forth in this Consent Decree have been met to the  
15 satisfaction of the BOARD.

### 16 PUBLICATION OF CONSENT DECREE

17 Chickering acknowledges that at the time this Consent Decree becomes effective, it  
18 also becomes a public document pursuant to NRS Chapter 239 and NRS 641B.430(3).

19 Chickering acknowledges that a private reprimand is prohibited pursuant to NRS  
20 641B.430(2).

21 Additionally, it is acknowledged that this matter is resolved pursuant to NRS  
22 622A.170.

23 An investigation by Respondent's employer indicated:

- 24 ○ You were asked by the resident's family to facilitate the signature of a leasing application to  
allow the resident to move closer to family.
- 25 ○ The document was sent to you via email from the resident's daughter and required electronic  
signature via Docusign.
- 26 ○ When the resident did not arrive to your office at the scheduled time to sign the document, you  
opened the document and electronically signed on her behalf, then informed the resident.
- 27 • The allegation that you abused a resident by signing a lease application was unsubstantiated.
  - 28 ○ Discharge planning and initiation of the leasing application was initiated by the family.
  - Per chart review and interview with the resident, she intended to sign the lease application.





- 1       2.     The Board received a complaint on or about December 26, 2023.
- 2       3.     Respondent was notified of the complaint as a social worker against whom a
- 3             complaint has been made must be notified of the accusations and given the
- 4             opportunity to respond prior to the Board's investigation of the allegations.
- 5       4.     The complaint alleges the following:
  - 6             •     Respondent was or is employed as a social worker at Henderson
  - 7                     Health and Rehabilitation.
  - 8             •     Respondent worked directly with clients at Henderson Health and
  - 9                     Rehabilitation.
  - 10            •     It is further alleged that while Respondent was providing services to
  - 11                  his patient, Respondent electronically "signed" documents via
  - 12                  DocuSign on behalf of K.C. without her being present and without her
  - 13                  consent.
  - 14            •     Respondent filed a formal written response with the Board regarding
  - 15                  the complaint filed against him in this matter. Included in
  - 16                  Respondent's written response, Respondent does hereby dispute that
  - 17                  his patient did not object to his electronically "signed" documents via
  - 18                  DocuSign on her behalf, and it was his patient's daughter that
  - 19                  complained and filed a formal complaint against Respondent with the
  - 20                  Board.
- 21       5.     That as a result of the allegations in this complaint, the Board has opened
- 22             File Number G23-09 to review potential violations of NRS 641B.400 Grounds
- 23             for Disciplinary Action. The potential grounds for initiating disciplinary
- 24             action pursuant to this chapter include:
  - 25                •     NRS 641B.460.1. Unprofessional Conduct;
  - 26                •     NRS 641B.400.3. Use of Fraud or Deception in:(c) Rendering services
  - 27                       as a social worker.
  - 28                •     NAC 641B.200 "Professional Responsibility". NAC 641B.200.6 A

licensee is responsible for setting and maintaining professional boundaries with:(a) Each client;

- NAC 641B.205 "Responsibility to Client". NAC 641B.205.1 A licensee shall practice social work with professional skill and competence. NAC 641B.205.2 If a licensee must act on behalf of a client who has been declared incompetent or otherwise found by the Board to be incapable of acting in his or her own best interest, the licensee shall safeguard the interests and rights of that client. NAC 641B.205.3 If another person has been legally authorized to act on behalf of an incompetent client, a licensee shall deal with that person in accordance with the best interests of the client.
- NAC 641B.140 A licensee shall not cause a client physical, mental or emotional harm by taking direct or indirect actions or failing to take appropriate actions.
- NAC 641B.210 "Confidentiality of Records". NAC 641B.210.3 Except as otherwise provided by law, information deemed to be confidential pursuant to subsection 1 must not be communicated to others without the client's consent unless there is clear and immediate danger to some person or to society, and then only to the appropriate family members, professional workers, public authorities or, if there is a clear and immediate danger to a specific person or persons, to that person or persons;
- NAC 641B.215 A licensee shall not: (a) Inaccurately record, falsify or otherwise alter or destroy any client's records unless specifically authorized by law;
- NAC 641B.220 "Unprofessional Conduct"; NAC 641B.220.1 A licensee who violates any of the provisions of NAC 641B.200 to 641B.215, inclusive, or commits any act that constitutes a basis for refusal by the

1 Board to issue a license pursuant to subsection 2 of NRS 641B.260 is  
2 guilty of unprofessional conduct;

- 3 • NAC 641B.225 "Professional incompetence" interpreted; NAC  
4 641B.225.1 "Professional incompetence" as that term is used in NRS  
5 641B.400 will be interpreted by the Board to mean a lack of  
6 knowledge, skill or ability in discharging a professional obligation and  
7 includes malpractice and gross negligence. NAC 641B.225.2 For the  
8 purposes of this section "malpractice" in the practice of social work  
9 means conduct which falls below the standard or care required of a  
10 licensee under the circumstances, and which proximately causes  
11 damage to a client. NAC 641B.225.3 For the purposes of this section,  
12 "gross negligence" in the practice of social work means conduct which  
13 represents an extreme departure from the standard of care required of  
14 a licensee under the circumstances and which proximately causes  
15 damage to a client.

16 6. That pursuant to Nevada Revised Statute (NRS) 641B.430(3) and (4):

17 If the Board finds the person guilty as charged in the complaint  
18 it may by order:

- 19 a) Place the person on probation for a specified period or  
20 until further order of the board.
- 21 b) Administer to the person a public reprimand.
- 22 c) Limit the practice of the person to, or by exclusion of, one  
23 or more specified branches of social work.
- 24 d) Suspend the license of the person to practice social work  
25 for a specified period or until further order of the board.
- 26 e) Revoke the license of the person to practice social work.
- 27 f) Impose a fine of not more than \$5000, which must  
28 be deposited with the state treasurer for credit to the state  
general fund.
- g) Require the person to pay all costs incurred by the board  
relating to the discipline of the person.

The order of the board may contain other terms, provisions or

1 conditions, as the board deems proper and which are not  
2 inconsistent with law.

3 6. It is further acknowledged that should this matter go to a  
4 hearing, Respondent would submit his employers' investigation  
5 into the matter and which his employer concluded that:

- 6 ○ You were asked by the resident's family to facilitate the signature of a leasing application to  
7 allow the resident to move closer to family.
- 8 ○ The document was sent to you via email from the resident's daughter and required electronic  
9 signature via Docusign.
- 10 ○ When the resident did not arrive to your office at the scheduled time to sign the document, you  
11 opened the document and electronically signed on her behalf, then informed the resident.
- 12 ○ You admitted that you had "made a wrong choice" and received disciplinary action for your  
13 behavior.
- 14 • The allegation that you abused a resident by signing a lease application was unsubstantiated.
  - 15 ○ Discharge planning and initiation of the leasing application was initiated by the family.
  - 16 ○ Per chart review and interview with the resident, she intended to sign the lease application.
  - 17 ○ There were no financial or other negative consequences for the resident by signing the  
18 document as it was an application only.

### 14 STIPULATED ADJUDICATION

15 Chickering has filed a formal written response with the Board regarding the  
16 complaint filed against him in this matter. In the interest in resolving all matters  
17 regarding the above-captioned matter, Respondent hereby stipulates that pursuant to the  
18 authority of NRS 641B.430(1)(b), the BOARD will administer a public reprimand. Upon  
19 the approval of this Consent Decree, Chickering agrees to comply with the following  
20 conditions:

- 21 1. Chickering shall be responsible for all costs affiliated with the Consent  
22 Decree including, but not limited to, investigation costs and attorney fees.
- 23 2. Within ninety (90) days following the approval by the BOARD and execution  
24 of the order regarding this Consent Decree, Chickering shall reimburse the  
25 BOARD for investigation costs and for Board attorney fees in the amount of  
26 Three Hundred-Fifty Dollars (\$350.00).
- 27 3. By agreement between the parties, there will be no fine pursuant to NRS  
28 641B.425(f).

1           4.     Chickering shall obey all federal, State and local laws, insurance company  
2 policies or contracts and orders of the BOARD, which are not inconsistent with this  
3 Consent Decree, pertaining the practice of social work in this State. Any and all  
4 violations shall be reported by Respondent to the BOARD in writing within seventy-two  
5 (72) hours.

6           5.     The BOARD reserves the right to reinstate legal action against Respondent,  
7 and the Consent Decree shall automatically terminate, should Respondent violate any  
8 terms in this Consent Decree.

#### 9                               **VIOLATION OF TERMS OF CONSENT DECREE**

10           Chickering understands that the BOARD may, upon three (3) days' notice to  
11 Respondent, convene a hearing for the limited purpose of establishing that he has, in fact,  
12 been in violation of the terms of this Consent Decree. If such a hearing results in a  
13 finding of a violation of this Consent Decree, the BOARD may impose any penalty upon  
14 Respondent authorized by NRS 641B.430, including, but not limited to, suspension and/or  
15 revocation of his license to practice social work in the State of Nevada.

16           In the event that a violation of the terms of the Consent Decree is alleged,  
17 Chickering agrees to surrender his license to the Executive Director, if the Executive  
18 Director so requests, and refrain from practicing social work until entry of a final order of  
19 the BOARD or a court of competent jurisdiction, whichever last occurs, regarding a  
20 potential violation. Respondent agrees to waive his right to appeal the substantive legal  
21 basis of the original disciplinary action, which is the basis for this Consent Decree. In the  
22 event an alleged violation of the Consent Decree is taken to hearing and the facts which  
23 constitute the alleged violation are determined not to be proven, no disciplinary action  
24 shall be taken by the BOARD. Thereafter, the previously agreed upon Consent Decree  
25 and Order by the BOARD shall again be operative and in full force and effect.

#### 26                               **ACCEPTANCE BY THE BOARD**

27           This Consent Decree will be presented to the BOARD for action in an Open  
28 Meeting pursuant to NRS Chapter 241 with a recommendation for approval from the

1 Attorney General's Office at a mutually agreed upon BOARD meeting. In the event the  
2 BOARD does not approve the Consent Decree, this matter will be placed on a future  
3 agenda for a possible hearing on the matter.

4 **COMPLETE CONSENT DECREE**

5 This Consent Decree embodies the entire agreement between the BOARD and  
6 Respondent. It may not be altered, amended, or modified without the express written  
7 consent of the parties.

8 In the event the BOARD approves in-part a portion of the Consent Decree and  
9 makes additional recommendations regarding the Consent Decree, Respondent may agree  
10 to the BOARD's additional recommendations to resolve this matter. Respondent must  
11 agree to the BOARD's additional recommendations on the record which will be reflected  
12 in the BOARD's final order in this matter. In the event Respondent does not agree with  
13 the additional recommendations regarding the Consent Decree, Respondent may rescind  
14 his agreement to the Consent Decree and this matter will be placed on a future agenda  
15 and set for a possible hearing on the matter.

16  
17 DATED this \_\_\_\_ day of \_\_\_\_\_, 2024.

18  
19 By:


  
ROBERT CHICKERING

20  
21 The foregoing Consent Decree between ROBERT CHICKERING and  
22 the STATE OF NEVADA BOARD OF EXAMINERS FOR SOCIAL WORKERS in  
23 Case No. G23-09 is approved as to form and content.

24 DATED this 10<sup>th</sup> day of October 2024.

25  
26 ARRON D. FORD  
Attorney General

27  
28 By:

  
HARRY B. WARD  
Deputy Attorney General

100 North Carson Street  
Carson City, Nevada 89701  
(775) 684-1216  
hbward@ag.nv.gov  
*Counsel to the State of Nevada Board  
of Examiners for Social Workers*

**ORDER**

By a majority vote on the \_\_\_\_ day of \_\_\_\_\_, 2024, the State of Nevada Board of Examiners for Social Workers approved and adopted the terms and conditions set for the in the attached Consent Decree with ROBERT CHICKERING.

**IT IS HEREBY ORDERED AND MADE EFFECTIVE.**

DATED this \_\_\_\_ day of \_\_\_\_\_, 2024.

STATE OF NEVADA BOARD OF  
EXAMINERS FOR SOCIAL WORKERS

By:

\_\_\_\_\_  
ESTHER J. LANGSTON  
Board President

# 3D

## Legislative Update

BDR Proposals submitted to date

- i. BDR 54-403
- ii. BDR 40-353
- iii. BDR 352
- iv. BDR 54-301



# 3F

Financials 1st quarter, July - September 2024

| September                             |  | Annual Budget<br>FY 24/25 | Monthly Budget<br>- September | Monthly Actual<br>- September | Monthly<br>Variance<br>Dollars | Monthly<br>Variance<br>Percent | Annual Year to<br>Date | Annual Variance<br>Dollar | Annual<br>Variance<br>Percent |
|---------------------------------------|--|---------------------------|-------------------------------|-------------------------------|--------------------------------|--------------------------------|------------------------|---------------------------|-------------------------------|
| Fund Balance                          |  | \$ 132,188.00             |                               |                               |                                |                                | 25%                    |                           |                               |
| <b>INCOME</b>                         |  |                           |                               |                               |                                |                                |                        |                           |                               |
| 40000 RENEWAL FEES                    |  | 560,000.00                | 46,666.67                     | 55,375.00                     | -8,708.33                      | 119%                           | 166,687.50             | -393,312.50               | 30%                           |
| 41000 APPLICATION FEE                 |  | 50,000.00                 | 4,166.67                      | 3,400.00                      | 766.67                         | 82%                            | 11,950.00              | -38,050.00                | 24%                           |
| 42000 INITIAL LICENSE FEE             |  | 115,000.00                | 9,583.33                      | 8,000.00                      | 1,583.33                       | 83%                            | 28,250.00              | -86,750.00                | 25%                           |
| 43000 ENDORSEMENT FEE                 |  | 35,000.00                 | 2,916.67                      | 2,250.00                      | 666.67                         | 77%                            | 10,125.00              | -24,875.00                | 29%                           |
| 44000 PROVISIONAL LICENSE FEES        |  | 1,000.00                  | 83.33                         | 187.49                        | -104.16                        | 225%                           | 656.24                 | -343.76                   | 66%                           |
| 45000 RENEWAL LATE FEE                |  | 6,000.00                  | 500.00                        | 700.00                        | -200.00                        | 140%                           | 2,800.00               | -3,200.00                 | 47%                           |
| 46000 RESTORATION OF LICENSE          |  | 1,600.00                  | 133.33                        | 200.00                        | -66.67                         | 150%                           | 800.00                 | -800.00                   | 50%                           |
| 47000 DISCIPLINARY COSTS              |  | 2,000.00                  | 166.67                        | 0.00                          | 166.67                         | 0%                             | 0.00                   | -2,000.00                 | 0%                            |
| 48000 MISCELLANEOUS                   |  | 9,200.00                  | 766.67                        | 200.00                        | 566.67                         | 26%                            | 4,970.00               | -4,230.00                 | 54%                           |
| 49000 INTEREST                        |  | 500.00                    | 41.67                         | 0.00                          | 41.67                          | 0%                             | 0.00                   | -500.00                   | 0%                            |
| Total Income                          |  | \$ 780,300.00             | \$ 65,025.01                  | \$ 70,312.49                  | \$ (5,287.48)                  | 108%                           | \$ 226,238.74          | \$ (554,061.26)           | 29%                           |
| Sub-Account Total                     |  | \$ 912,488.00             |                               |                               |                                |                                | \$ 358,426.74          |                           |                               |
| <b>EXPENSES</b>                       |  |                           |                               |                               |                                |                                |                        |                           |                               |
| 50050 Wages                           |  | 335,000.00                | 27,916.67                     | 30,348.09                     | -2,431.42                      | 109%                           | 76,579.08              | -258,420.92               | 23%                           |
| 50102 Group Health Insurance          |  | 30,000.00                 | 2,500.00                      | 2,277.00                      | 223.00                         | 91%                            | 6,831.00               | -23,169.00                | 23%                           |
| 50103 Ins Regis                       |  | 5,000.00                  | 416.67                        | 829.74                        | 5,663.43                       | 11%                            | 997.61                 | -63,635.08                | 16%                           |
| 50104 Medicare                        |  | 76,000.00                 | 6,333.33                      | 669.90                        | 150.87                         | 98%                            | 12,364.92              | -63,635.08                | 16%                           |
| 50105 PERS-Employer paid              |  | 76,000.00                 | 6,333.33                      | 6,182.46                      | 150.87                         | 98%                            | 12,364.92              | -63,635.08                | 16%                           |
| 50106 Unemployment Ins.               |  | 3,500.00                  | 291.67                        | 0.00                          | 291.67                         | 0%                             | 723.02                 | -2,776.98                 | 21%                           |
| 50107 PTO Expense                     |  | 0.00                      | 0.00                          | 0.00                          | 0.00                           | 0%                             | 0.00                   | 0.00                      | 0%                            |
| 50300 Workman's Comp.                 |  | 2,000.00                  | 166.67                        | 372.73                        | -206.06                        | 224%                           | 845.53                 | -1,154.47                 | 42%                           |
| Sub Account Total                     |  | \$ 527,500.00             | \$ 43,958.34                  | \$ 40,679.92                  | \$ 3,278.42                    | 93%                            | \$ 110,706.08          | -416,793.92               | 21%                           |
| 61050 Contract-Labor                  |  | 70,000.00                 | 5,833.33                      | 1,434.20                      | 4,399.13                       | 25%                            | 7,095.74               | -62,904.26                | 10%                           |
| 61100 Contract-Auditor                |  | 25,000.00                 | 2,083.33                      | 0.00                          | 2,083.33                       | 0%                             | 0.00                   | -25,000.00                | 0%                            |
| 61150 Contract-Legal                  |  | 30,000.00                 | 2,500.00                      | 0.00                          | 2,500.00                       | 0%                             | 3,219.28               | -26,780.72                | 11%                           |
| 61200 Contract-Legislative Consultant |  | 35,000.00                 | 2,916.67                      | 0.00                          | 2,916.67                       | 0%                             | 16,000.00              | -19,000.00                | 46%                           |
| 61250 Contract-Payroll / Accountant   |  | 5,000.00                  | 416.67                        | 32.00                         | 384.67                         | 8%                             | 854.75                 | -4,145.25                 | 17%                           |
| 61300 Court Reporting                 |  | 0.00                      | 0.00                          | 0.00                          | 0.00                           | 0%                             | 0.00                   | 0.00                      | 0%                            |
| 61400 LCB                             |  | 4,000.00                  | 333.33                        | 0.00                          | 333.33                         | 0%                             | 0.00                   | -4,000.00                 | 0%                            |
| 61450 Contract-Board Members          |  | 3,000.00                  | 250.00                        | 0.00                          | 250.00                         | 0%                             | 0.00                   | -3,000.00                 | 0%                            |
| 62000 Operating Costs                 |  | 12,000.00                 | 1,000.00                      | 231.13                        | 768.87                         | 23%                            | 735.92                 | -11,264.08                | 6%                            |
| 62050 Printing                        |  | 5,000.00                  | 416.67                        | 430.47                        | -13.80                         | 103%                           | 728.45                 | -4,271.55                 | 15%                           |
| 62150 TORT Claim Fund                 |  | 1,500.00                  | 125.00                        | 0.00                          | 125.00                         | 0%                             | 1,047.87               | -452.13                   | 70%                           |
| 62200 Rent                            |  | 23,000.00                 | 1,916.67                      | 1,905.00                      | 11.67                          | 99%                            | 5,715.00               | -17,285.00                | 25%                           |
| 62250 B and G Assessment              |  | 500.00                    | 41.67                         | 0.00                          | 41.67                          | 0%                             | 0.00                   | -500.00                   | 0%                            |
| 62300 Records Storage                 |  | 3,500.00                  | 291.67                        | 257.61                        | 34.06                          | 88%                            | 1,011.64               | -2,488.36                 | 29%                           |
| 62350 Postage                         |  | 7,500.00                  | 625.00                        | 0.00                          | 625.00                         | 0%                             | 1,983.85               | -5,516.15                 | 26%                           |
| 62400 EITS - Internet                 |  | 15,000.00                 | 1,250.00                      | 179.99                        | 1,070.01                       | 14%                            | 1,038.18               | -13,961.82                | 7%                            |
| 62450 Telephone                       |  | 2,160.00                  | 180.00                        | 243.25                        | -63.25                         | 135%                           | 636.82                 | -1,523.18                 | 29%                           |
| 62500 Computer Software               |  | 25,000.00                 | 2,083.33                      | 405.24                        | 1,678.09                       | 19%                            | 2,208.72               | -22,791.28                | 9%                            |

|                                    |  |               |              |              |              |      |               |                 |     |
|------------------------------------|--|---------------|--------------|--------------|--------------|------|---------------|-----------------|-----|
| 62550 Transcription                |  | 2,000.00      | 166.67       | 0.00         | 166.67       | 0%   | 0.00          | -2,000.00       | 0%  |
| 62650 Equipment Leases             |  | 3,500.00      | 291.67       | 0.00         | 291.67       | 0%   | 510.32        | -2,989.68       | 15% |
| 63050 Professional Dues (ASWB)     |  | 500.00        | 20.83        | 0.00         | 20.83        | 0%   | 0.00          | -500.00         | 0%  |
| 63100 Professional Training / Dues |  | 8,000.00      | 666.67       | 0.00         | 666.67       | 0%   | 0.00          | -8,000.00       | 0%  |
| 64050 Bank Charges                 |  | 0.00          | 0.00         | 0.00         | 0.00         | 0%   | 0.00          | 0.00            | 0%  |
| 64100 Credit Card Processing       |  | 17,500.00     | 1,458.33     | 1,509.22     | -50.89       | 103% | 4,297.40      | -13,202.60      | 25% |
| 65000 Host Fund                    |  | 0.00          | 0.00         | 0.00         | 0.00         | 0%   | 0.00          | 0.00            | 0%  |
| 66000 Travel                       |  | 7,500.00      | 625.00       | 0.00         | 625.00       | 0%   | 0.00          | -7,500.00       | 0%  |
| 66050 In State Travel              |  | 0.00          | 0.00         | 179.15       | -179.15      | 0%   | 179.15        | 179.15          | 0%  |
| 66100 Out of State Travel          |  | 0.00          | 0.00         | 1,846.66     | -1,846.66    | 0%   | 2,352.62      | 2,352.62        | 0%  |
| 67000 Training                     |  | 0.00          | 0.00         | 0.00         | 0.00         | 0%   | 820.00        | 820.00          | 0%  |
| 68050 Furniture                    |  | 1,000.00      | 83.33        | 0.00         | 83.33        | 0%   | 0.00          | -1,000.00       | 0%  |
| 68100 Computers                    |  | 3,000.00      | 250.00       | 0.00         | 250.00       | 0%   | 0.00          | -3,000.00       | 0%  |
| Sub Account Total                  |  | \$ 310,160.00 | \$ 25,825.84 | \$ 8,653.92  | \$ 17,171.92 | 34%  | \$ 50,435.71  | \$ (259,724.29) | 16% |
| Total Expenses                     |  | \$ 837,660.00 | \$ 69,784.18 | \$ 49,333.84 | \$ 20,450.34 | 71%  | \$ 161,141.79 | \$ (255,579.04) | 19% |

|                            |  |            |           |           |  |            |  |  |
|----------------------------|--|------------|-----------|-----------|--|------------|--|--|
| Net Position *             |  | -57,360.00 | -4,759.17 | 20,978.65 |  | 65,096.95  |  |  |
| Net Position - Adjusted ** |  | 74,828.00  |           |           |  | 197,284.95 |  |  |
| * Net Position             | Income and Expenses without Fund Balance         |            |           |           |  |            |  |  |
| **Net Position - Adjusted  | Income and expenses with prior year Fund Balance |            |           |           |  |            |  |  |

#### CASH BALANCES

|                    |  |  |  |  |  |                 |  |  |
|--------------------|--|--|--|--|--|-----------------|--|--|
| Checking           |  |  |  |  |  | 1,043,664.66    |  |  |
| Savings            |  |  |  |  |  | 5,885.91        |  |  |
| CD                 |  |  |  |  |  | 26,479.14       |  |  |
| Total Cash Balance |  |  |  |  |  | \$ 1,076,029.71 |  |  |

# 3H

## Occupational Boards Quarterly Report

## Occupational Boards Reporting New Categories

Total: 5560

### Quarters Reported by The Board of Examiners for Social Workers

[View all Records](#)

| Quarter End Date | Disciplinary Actions | Denials | Disqualifications | Licenses Added* | Licenses Removed* | Applications Received* | Applications Rejected* | Applications Reviewed* | Avg. Days From Rejected to Complete* | Report Year | Report Quarter |
|------------------|----------------------|---------|-------------------|-----------------|-------------------|------------------------|------------------------|------------------------|--------------------------------------|-------------|----------------|
| 12/31/2024       | Not Reported         | 0       | 0                 | Not Reported    | Not Reported      | Not Reported           | Not Reported           | Not Reported           | Not Reported                         | 2024        | 4              |
| 9/30/2024        | 0                    | 0       | 0                 | 356             | 228               | 241                    | 0                      | 0                      | 0                                    | 2024        | 3              |
| 6/30/2024        | 0                    | 0       | 0                 | 735             | 100               | 110                    | 0                      | 17                     | 0                                    | 2024        | 2              |
| 3/31/2024        | 0                    | 0       | 0                 | 163             | 75                | 318                    | 0                      | 14                     | 0                                    | 2024        | 1              |
| 12/31/2023       | 0                    | 1       | 0                 | 221             | 127               | 207                    | 1                      | 23                     | 0                                    | 2023        | 4              |

\* Total for all license types. The Board of Examiners for Social Workers has 17 license types.

### Selected Quarter Records

### Total Licenses Reported for the Selected Quarter

[Change Scroll](#)

| License Type          | Licenses Added | Licenses Removed | Applications Received | Applications Rejected | Applications Reviewed | Avg. Days from Rejected to Complete | Total Licenses* |
|-----------------------|----------------|------------------|-----------------------|-----------------------|-----------------------|-------------------------------------|-----------------|
| LASW                  | 0              | 2                | 0                     | 0                     | 0                     | 0.0                                 | 29              |
| LASW Inactive         | 1              | 0                | 0                     | 0                     | 0                     | 0.0                                 | 1               |
| LCSW                  | 143            | 24               | 71                    | 0                     | 0                     | 0.0                                 | 2,624           |
| LCSW Inactive         | 6              | 0                | 0                     | 0                     | 0                     | 0.0                                 | 6               |
| LCSW Interns          | 78             | 66               | 63                    | 0                     | 0                     | 0.0                                 | 518             |
| LCSW Interns Inactive | 20             | 0                | 0                     | 0                     | 0                     | 0.0                                 | 20              |
| LISW                  | 0              | 1                | 0                     | 0                     | 0                     | 0.0                                 | 8               |
| LISW Inactive         | 1              | 0                | 0                     | 0                     | 0                     | 0.0                                 | 1               |
| LMSW                  | 78             | 81               | 86                    | 0                     | 0                     | 0.0                                 | 1,419           |
| LMSW Inactive         | 5              | 0                | 0                     | 0                     | 0                     | 0.0                                 | 5               |
| LMSW Provisional      | 0              | 2                | 0                     | 0                     | 0                     | 0.0                                 | 3               |
| LSW                   | 10             | 52               | 21                    | 0                     | 0                     | 0.0                                 | 911             |
| LSW Inactive          | 14             | 0                | 0                     | 0                     | 0                     | 0.0                                 | 14              |
| LSW Provisional       | 0              | 0                | 0                     | 0                     | 0                     | 0.0                                 | 1               |

\*Total for license type up to and including the selected quarter.