

# Excellence



Brothers of Mercy News, Events and Campus Updates

Fall 2017

## More Growth on the Horizon

By Peter Eimer • Chief Executive Officer

Historically, senior care facilities have attracted residents and patients mainly from their local communities because they have been viewed as somewhat similar in terms of care and amenities – so a location close to home was the most convenient. At Brothers of Mercy, we are on a different path. Our goal is to make the Brothers of Mercy Campus such a special destination that people from across Western New York will choose us for their needs as they age.

Becoming a destination of choice for people from throughout the region requires uniqueness, great employees, an outstanding reputation and brand, high quality and insight on the future. Brothers has always been unique in that we are a Catholic campus that really does have a special “feel” to it. I’ve heard employees talk of the “family” feel that we have. I believe that the tradition that the Brothers started way back in 1924 is the reason behind the spiritual feel that pervades the campus. And as a non-profit, we don’t need to focus on every last dollar of profit to pay stockholders. These factors make us very unique in the area, especially as more and more senior care facilities are being sold to out-of-town owners.

As I mentioned in the last edition of this newsletter, our employees are second to none in senior care and senior living, and the primary reason we have the highest quality rating given in New York State of 5-STARS!

Looking forward, our campus will continue to grow in programs and services offered to the residents of Western New York. Our new all-inclusive Montabaur Heights independent living facility, opened last year, was the first step. The new outpatient rehabilitation building and program, opening this fall, is another new addition to our campus. We are in the planning stages of a new assisted living center to be constructed and we have initial plans taking hold for the Sacred Heart building, after residents move from there to the new assisted living center.

All of these factors will enhance our reputation as THE place to be for senior care and senior living in Western New York. With these additions, it will also create new opportunities for growth for our employees. As the 88th largest employer in Western New York, and the second largest in Clarence, we want to continue to also make this THE place to work!



New outpatient rehabilitation building



## TOM's Corner

By Thomas M. Bloomer, LNHA • Administrator • Skilled Nursing & Rehabilitation Center

# Moving forward into 2018 with Momentum

The summer has already flown by, and I hope you had a chance to enjoy some of the nice weather! As you probably have noticed, we've been very busy at our nursing home this year. **We recently completed three room renovations on 4W. If you haven't had a chance to see them, please do, they are very nice! We increased the size of the bathrooms significantly, installed a new overhead exam light, new 40-inch TVs, new energy-efficient windows and finished with wall art.** The plan is to renovate more rooms in the spring, and ultimately renovate the entire 4th floor, working our way down to 3rd, 2nd and 1st floor. We are progressing nicely with our new rehab clinic, we are about 75% done, scheduled to open in October.



We continue to spend a lot of time and effort in staffing, recruitment and retention. We are gradually building a larger base of staff, and our vacancies are decreasing. Maintaining optimal staffing levels will continue to be a challenge as the need for qualified healthcare workers increases in our region. In terms of finance, we are on target for this year, and even though our census is lower than expected, reimbursement is still on target. This is no small feat, and takes a collected effort by all to operate a financially successful nursing home, so thank you to everyone. The department directors are working on the MANY new government regulations for nursing homes, you may be involved in some of that discussion and planning. As a result, some of our processes will change, and State surveyors will be "checking up" on us next survey. **In terms of service and quality, as you know, we remain a 5-star facility, (one of the very few in WNY), and our Quality Measures exceed most other nursing homes in the state and country, which proves that our patients and residents are at the center of everything we do, and that's not just a catchy slogan, it's really how we operate!** In the technology world, we recently installed new internet-based phones and new overheard paging system, this should be more reliable and offer more functions than our old phone system.

**In the next few months you'll see new touch-screen tablets mounted on the walls in each nursing unit. These tablets will serve as documentation tablets for ADLs. Our plan is to role out training sometime in the spring of 2018 for all CNAs. These tablets will be a great upgrade and will eliminate much of the paperwork that CNAs do currently.** We also have plans to implement EMARS, (electronic medication administration program) sometime in 2018, with the ultimate goal of making most of our medical record electronic over the next few years. And lastly, we have other smaller renovations projects in the works to update our facility; they include renovating the elevators and remodeling the unit kitchens. As always, thank you for all you do.



# 2017 Oktoberfest & 5K Run/Nature Walk



The Brothers of Mercy 2017 Oktoberfest and 5K Run and Nature Walk was held on Friday September 8th. It was a perfect "fall" evening to enjoy both the run along with Oktoberfest fun, food and libations.

Hundreds of runners and walkers participated in what is considered one of the "premier races" of the year. Oktoberfest entertainment was provided by the ever popular Auslanders. The German band

has been performing throughout Western New York since 1974.

The Oktoberfest is one of two major fundraising events we have every year. A very special thanks going out to many volunteers that make this event possible. Special recognition to Fran and the maintenance crew. These guys worked tirelessly to make this event work so well. Great job everyone!



## HUMAN RESOURCES **Update**

By Tracy Saari • Human Resources Director

### You Asked...and We Listened!

**Great News!** Employees may now sell back 37.50 hrs of sick time per quarter (was capped @ 22.50) and employees can now use or sell back their accrued vacation time at 6 months (was 1 year).

**As part of our Wellness Program** with Independent Health and to qualify for reduction in your 2018 health insurance premium one of the required challenges will be Biometric Screening. Quest will be on site Oct 18th & Oct 19th to conduct the bio metric screening free to Independent Health Subscribers (BOM employees), there is a small fee for non Independent Health Subscribers (BOM employees) who wish to have it done

Starting January 1, 2018, the **New York State Paid Family Leave Program** will provide New Yorkers job-protected, wage replacement, paid leave to bond with a new child, care for a loved one with a serious health condition or to help relieve family pressures when someone is called to active military service. Employees are also guaranteed to be able to return to their job and continue their health insurance. If you contribute to the cost of your health insurance, you must continue to pay your portion of the premium cost while on Paid Family Leave. New York's Paid Family Leave is entirely employee-funded. That is, the benefit is paid for by employees. More details to follow. See HR for more information

**Reminder...**Please submit any address or phone number changes to HR as soon as possible

## Want to be a Nurse?

Did you know that you can become an LPN tuition free?

Come to an information session presented by a Trocaire Admissions Counselor on Wednesday October 11, 2017. She will be in the Lounge to present information and answer your questions.

**Date:** October 11, 2017  
**Where:** Lounge  
**When:** 11:30am • 2:00pm • 3:30pm

**CAREER ADVANCEMENT OPPORTUNITIES**

**Earn an LPN at NO COST to You\***

Practically improve your career and earnings possibilities. The Brothers of Mercy and Trocaire College are teaming up to give you an opportunity to earn your LPN in only 15 months!

See HR for details and selection requirements today.

**THE BROTHERS OF MERCY**

**TROCAIRE COLLEGE**



# DEPARTMENT **Spotlight**

by **Nancy Smith**  
Executive Assistant



I was born in Buffalo and grew up with Mom, Dad and an older brother in Akron, New York. A pure country girl! I went to Akron Central School, which I loved and majored in business. I started work when I was 17 in a restaurant in Clarence. I loved it, meeting new people and keeping the customers and staffing happy! Life goes on..I had children..children were going to school, I wanted to find a job where I could work with people and help them. I found my calling as a CNA at BOM in October, 1991. I was so happy working with the elderly.

In May, 1997, I had the opportunity to work as a Therapy aide-Monday thru Friday. My children were young and I grabbed the opportunity. Again, I loved it. After a few years, I moved into a Therapy Secretary position. I worked there until May, 2015, when I was asked if I wanted to work as an Administrative Secretary. I thought, what a great challenge in life! It was an opportunity to help so many people! I can honestly say,

I love helping each and every fellow employee, visitor, resident, anyone that I am able to give a helping hand to! I look forward to coming to work every day.

On my time away from work, I spend many hours with my children and grandchildren who are a big part of my life. This is such valuable time to me as they sure grow quickly. Other places you will see me is at Shea's with my son. I love going to musicals! Watkins Glen is also a favorite of mine! Love going to the races!

It is such a wonderful thing to have been a part of BOM for the past 25 years and with all of our great team effort to watch it grow. We do have a great team here and I am so proud to be a part of that team.

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## Yankees vs. Mets Yields Some Fun Times on 3 West



Such good fun happened at the Brothers of Mercy on 3 West the week of August 14. **John Eric Banach**, 2nd shift nurse and die hard Yankees fan, and **Sandy Lukasczyk** 2nd shift CNA and die hard Mets fan decided to wager a little bet with the 2 teams as they played each other in what is known as the Subway Series.

The best of 3 would decide the winner. John Eric "Johnny" would receive a homemade Stromboli (salami, provolone, hot peppers wrapped in a bread dough) or Sandy would receive Eggplant Parm made by Johnny himself!

The first game was won by the Yankees. The second game was won by the Yankees. The third game was won by the Yankees. The kidding banter of both of them was fun to watch.

Oh well Sandy, better luck next time! (They'll be doing this again in September). On Friday Johnny received his Stromboli and I think he was very happy with the results!

# Social Workers Making a Difference

By Cheryl Austin • Director of Social Work

Social Work is a profession that few people truly understand. Social workers often get questioned on what our role really is and how we will be helping patients. Social workers at Brothers of Mercy take on a variety of tasks and responsibilities. It is quite common to hear, "If you don't know, ask the social worker." One of the major roles social workers play is that of a discharge planner. We keep patients and families updated on patient's progress in therapy, coordinate homecare services, link patients with community resources and educate patients and families on alternate levels of care.

Social workers are also patient advocates; making sure that resident's rights are being maintained and all of their needs are being met. Social workers also provide emotional support to both residents and families during some of the most difficult times. One of these difficult times is discussing end of life care. Social workers are experienced in assisting

residents and families with coming to terms with end of life and ensuring that all appropriate measures are in place to keep a resident as comfortable as possible.

At Brothers of Mercy we have an excellent team of social workers who fulfill all of these roles and more. Linda Umphreyville is the social worker on the 2nd floor and has been a Brothers of Mercy employee for 30 years. Wendy Zito is the social worker on the 3rd floor and has been an employee for four years. Jessie Molak has worked at Brothers for almost a year and has been managing a busy rehab unit on 4West. We have recently welcomed Rose Krajewski to the Brothers of Mercy team to manage 4 East, which is a mixed unit of Long Term Care, Hospice as well as Rehab patients. Our well rounded team is always willing to go the extra mile to provide our residents with the care they need and deserve.

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## Taste of Clarence

The Brothers of Mercy was a participant in the 13th Annual Taste of Clarence and Cruise Night. This year's event was held on Tuesday August 1st. Happy customers tasted and bought both our famous Brothers of Mercy Olive Oil and Muffaletto Mix.



Brother Ken scopes out the area



Mary Baty and Bob Zotara at the tent



Antoinette Todaro and Mary Baty



## New Associates

### Dining Services:

Kelly Ann Achatz  
Doris Campbell  
Michaela Farley  
Aaron Lobur  
Justin Moore  
Kasheyonna Phillips  
Nateonne Roland  
Petra Sojka  
Joshua Waldvogel

### Nurse Aide Trainees:

Tiffany Fanter  
Fernando Stewart

### CNAs:

Linda Banks  
Niambi Brown  
Lillie Carlton  
Lauren DuBois  
Abigail Farkas  
Katherine Flagg  
Jacqueline Harris  
Latisha Johnson  
Latrice Lane  
Bernard McFarland  
Lakisha Montgomery  
Tasha Olivieri  
Meaghan Smith  
Susan Smith\*\*

### Nurses:

Alexis Bruning\*\*  
Lynn Chase  
Roxanne Crowell  
Linsey Erny  
Krista Ganis  
Casey Kinson  
Sara Langer  
Jammie Petko  
Allena Reid

### Activities:

Karen Borrasca  
Macy Brown  
Emily Cumiskey\*\*  
Lisa Kosinski  
Lauren Mye  
Madeleine Schlehr

### Env Services:

Aaron Bridges  
Seth Kibler  
James Stewart  
Dawn Wruck

### Social Work:

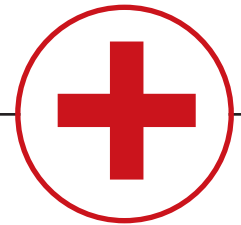
Rosemarie Krajewski

### Plant Operations:

Kenadee Noble

\*\*Welcome Back!!

## CERTIFIED NURSING Assistants



### Congratulations on Newly graduated CNAs (June/July/August Program)

Laura Baskins  
Allison Beck  
Chanel Brown  
LaQuinn Harris  
LeAnna Huggins  
Shana Jones

Kelsi Kane  
Jessica Lewis  
Leah Novo  
Vincent Rodolph  
Alyssa Russell  
Jennifer Slowik

Danielle Snyder  
Jenna Spencer  
Aviance Tinnell-Cunningham  
Alicia White  
April Wittcop  
Karen Wood-Orr



## BOM Makes Business First Top 100 Employer List

The Brothers of Mercy was ranked number 88 in the Business First "Largest Employer" list. Rankings were based on the number of full-time equivalent employees (FTES) in Western New York. We employ a total of 521 nurses, caregivers, administration, maintenance and support staff.

This makes us the second largest employer in Clarence behind the Clarence Central School District who employ 697 with an economic impact of over \$50 million dollars annually.





Mary's **World**

## United Way Day of Caring

By Mary Baty • Administrator • Brothers of Mercy Senior Apartments



The Brothers of Mercy Senior Apartments and the Sacred Heart Home were grateful recipients of volunteer help from the 25th Annual United Way Day of Caring. Employees from Chubb and Sodexo spent time painting, washing windows, cleaning and helping with numerous tasks at both facilities. A special "Thank You" to the United Way and the many volunteers for their generosity and participation!



## Chef Warren Wins Big at the Annual "Taste of the Network"



We are proud to announce that Montabaur's own Chef Warren Drew was a big winner at the 8th Annual Taste of Network culinary competition.

The "Taste of the Network" provides a chance for Network in Aging members and friends to come together to enjoy culinary tidbits created by the dining service departments of several Network in Aging member agencies.

Chef Warren won First Prize for his amazing Chocolate Framboise dessert. His Scalloped BLT was also a big hit (and in my opinion should have won Best Entrée).





## EMPLOYEES of the Month

All Employees of the Month receive a \$50 check as well as a special parking space for that month.

### JESSICA SMITH: ACCOUNTS RECEIVABLE CLERK - June 2017



Jessica has been an employee since December 1, 2014 as an Accounts Receivable Clerk. She takes her job very seriously. Jessica is a team player and will go above and beyond without being asked.

She has great customer service skills on the phone and with the elderly explaining their bills to them when they call with questions. We are very fortunate to have Jessica as part of our Fiscal Service Team. Thank you and Congratulations Jessica!

### BRENDA CHATT : 2E UNIT CLERK - July 2017



Brenda has been an employee at BOM since July 31st, 1998. She is very essential to the unit. Brenda not only keeps her own desk organized and efficient, she keeps the unit on track! She ensures the residents get to the hairdresser, the podiatrist, the optometrist, get their meal preferences, get to therapy, get to the dining room for meals, passes and picks up meal trays, sets up appointments, the list is endless. Brenda most certainly deserves July Employee of the month!

### JAMES KELLER: 2 WEST UNIT CNA - August 2017



James has been an employee at BOM since September 14, 2015. James is very reliable, caring and a true team player. He receives many compliments from family members and residents – so much that the residents ask for him when he has a day off.

James goes above and beyond and makes each and every resident feel comfortable and feel at home. James truly deserves August Employee of the month!

## WORK ANNIVERSARIES

#### 35 Years:

Florence Goeseke	Admissions Asst.	8/30/82
Deb Wick	LPN	6/12/82

#### 30 Years:

Linda Umphreyville	Social Worker	8/5/87
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#### 25 Years:

Barbara Bilger	CNA	3/2/92
Tracy Saari	HR Director	8/3/92

#### 15 Years:

Mark Zaganiaczyk	LPN	8/19/02
June Hinsken	Housekeeping Aide	5/7/07

#### 5 Years:

Joann Hacker	Laundry Aide	8/20/12
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## CUSTOMER SERVICE Heroes

### Congratulations to the June 2017 Customer Service Honorable Mentions

The following staff members and department names were highly recommended or a letter was sent in their behalf by residents or visitors during the month of June!

Carly Mazuck - PT  
Lynda Borden - 2E LPN  
Sasha Kost - 4E CNA  
Roxanne Caleca - 3W LPN  
Karen Wojcik - ROM  
Kara Lash - 3W CNA  
Aaron Adkins - Dietary  
Robbi Walkowiak - Hskg.  
Kelly Matuszewski - Hskg.  
Melissa Miller - Hskg.

Jen Walker - ROM  
Laura Waite - 2E CNA  
Marsha Radka - Act. Dir.  
Tanya Hinton - 3W LPN  
Julie Kaczmarczyk - Act.  
Deb Moyer - 4E ROM  
Erica Jordan - 2W CNA  
Cindy Hunter - Activities  
Tina Dawson - ROM  
Jim Keller - 2W CNA

Lois Hinskin - ROM  
Hannah Disarno - 3W CNA  
Tina Johnson - 4W CNA  
Casey Stocking - 4W CNA  
Christie Schlecht - 4W CNA  
Amanda Zielinski - 4W CNA  
Tiarra Henderson - 4W RN  
Karen Gibbon - 4W RN

#### June's Winner

Sasha Kost and the 2 East Staff

### Congratulations to the July 2017 Customer Service Honorable Mentions

The following staff members and department names were highly recommended or a letter was sent in their behalf by residents or visitors during the month of July!

Lynda Borden - 2E LPN  
Sasha Kost - 4E CNA  
Karen Wojcik - ROM  
Kara Lash - 3W CNA  
Kelly Matuszewski - Hskg.  
Melissa Miller - Hskg.  
Jen Walker - ROM  
Amy Dykes - Receptionist

Laura Waite - 2E CNA  
Tanya Hinton - 3W LPN  
Julie Kaczmarczyk - Act.  
Deb Moyer - 4E ROM  
Tina Dawson - ROM  
Abbie Walker - 2E CNA  
Heather Payne - 4W CNA  
Jessie Molak - 4W SW

Kingsley Darkwa - 4W CNA  
Kasey Stocking - 4W CNA  
Christian Santiago - 3E LPN  
Lori Munn - 3E NM  
Cheryl Evert - 4E CNA  
Hailey Stopa - 4E CNA  
Deb Moyer - 4E ROM  
Karen DeVoe - Hskg.

#### April's Winner

Hailey Stopa and the PT Staff

### QUOTE OF THE MONTH



I'VE LEARNED THAT PEOPLE WILL FORGET WHAT YOU SAID,  
PEOPLE WILL FORGET WHAT YOU DID, BUT PEOPLE WILL  
NEVER FORGET HOW YOU MADE THEM FEEL

Maya Angelou



## CUSTOMER SERVICE Heroes

### Congratulations to the August 2017 Customer Service Honorable Mentions

The following staff members and department names were highly recommended or a letter was sent in their behalf by residents or visitors during the month of August!

Lynda Borden - 2E LPN  
Karen Wojcik - ROM  
Kara Lash - 3W CNA  
Kelly Matuszewski- Hskg.  
Melissa Miller - Hskg  
Jen Walker - ROM  
Carly Mazuca - Therapy  
Jessica Nagel - 4E CNA  
Sue Lombardo - 2E LPN  
James Conrad - PT

Maura Zackey - 4W CNA  
Laura Waite - 2E CNA  
Tanya Hinton - 3W LPN  
Julie Kaczmarczyk - Act.  
Deb Moyer - 4E ROM  
Abbie Walker - 2E CNA  
Lynn Kwiatowski - OT  
Lynn Barnett - OT  
Maria Kopcho - OT  
Tammy Kam - Dietary

Cindy Hunter - Act.  
Karen Borrasca - Act.  
Edith Lukowski - Act.  
Marsha Radka - Act.  
Peggy Skimmer - 4E LPN  
Sandy Lukaszek - ROM  
Karl Stinglin - 3W CNA  
Taneah Williams - 3W CNA  
Christy Schlecht - 4W CNA  
Casey Stocking - 4W CNA

#### August's Winner

Karen Borrasca Activities and the 3W Staff



### Blood Drive to Help Victims of Hurricane Harvey

We are hosting a blood drive to help the victims of Hurricane Harvey. Scheduled for Thursday, October 19th from 10am to 6pm, donors are asked to attend at the back of the cafeteria.

### BOM Residents Celebrate 70 Years of Marriage!



David and Ruth Barber celebrated their 70th Wedding Anniversary on June 21, 2017. David and Ruth began dating and continued until they said their vows on June 21, 1947.

David was an airline mechanic and is retired from American Airlines. Ruth worked briefly as a Nursing Assistant at Brothers of Mercy, but her priority was being a housewife and mother.

In February 2017, David became a resident at Brothers of Mercy Nursing & Rehabilitation Center and Ruth isn't far away as she became a resident at Sacred Heart Home in March 2017. They continue to see each other almost every day with the help of their daughters.



# Compassionate Care Yields Kind Words

We have so many thank you notes, cards and letters that we would need many more pages to print. However here are a number of quotes that collectively summarize those thoughts and kind words.

*Dear 3 East Staff*

*"Thank you so much for taking such good care of Ruth You all went above and beyond. I'm sure she is playing the piano with the angels. Thanks again!"*

*To 3 West Staff*

*"The quality of life for my mom is excellent. I have no ideas to offer you on how to improve, because mom's care team is awesome. So compassionate and respectful."*

*Dear T. Bloomer*

*"Thanks you so much for remembering our mother in the Daily Liturgy of your chaplain and your kind letter of condolence. We know mom had the best care at your facility."*

*Peter*

*"We wanted to take another opportunity to thank you for your assistance when mom came over to Brothers of Mercy. Everyone we encountered during that 6-7 weeks was exceptional. The 4 East Wing was just wonderful with mom and with us as a family."*

*Dear Nicole and Staff*

*"The outpouring of support and love from so many there will never be forgotten or taken for granted. It takes a special culture to have such deep care and concern for individuals under your watch as well as the respect and concern for their family members."*

## Sacred Heart Home Patio gets a Facelift

Major improvements to the Sacred Heart Home patio were implemented in early June. New furniture, umbrellas and tables were purchased. In addition the gazebo was stained, flowers planted and landscaping was done by employees and volunteers.



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## Summer 2017 Concerts Were a BIG Hit!

This year's Free Outdoor Summer Concerts were a Big Hit. Opening on June 14th was Terry "Elvis" Buchwald along with a classic car show. The Screaming Pineapples performed on July 12th and The House Band closed the series on August 16th. A special thanks goes out to our concert sponsor Life Storage. We are already lining up bands for next year.





# BOM Employees Lend a Helping Hand



On June 2nd, Brothers of Mercy employees and volunteers (Thanks Brian) spent the day painting, landscaping, putting furniture together and performing numerous other tasks at the Sacred Heart Home. The "Day of Caring" concept mirrors a program the United Way has been doing for 25 years. A special "Thank You" to all participants for their generosity and participation!



## Kudos to Deacon Tim!

A special "Thank You" goes out to Deacon Tim for donating his time and power washer to clean up an outdoor wall at the senior apartments. It was perfect timing for the 4th of July BBQ.





## Marion's Mission

# First Impressions are Lasting Impressions

By Marion Hummell • Administrator • Sacred Heart Home

Generally, first impressions are lasting impressions. Residents frequently have guests and like to be proud of their surroundings. Cherylann and Wende make that happen at Sacred Heart Home. From paying close attention to the large and beautiful Chapel which is the center for Sacred Heart Home residents, to keeping the floors vacuumed and dusting each room. They make the building shine, always with a smile on their face.

Cherylann, who has been with Sacred Heart Home for 17 years, will go above and beyond to make sure the residents are happy. She enjoys shopping (finding good sales), quite talks with God and playing with her cat Frankie. Her favorite part about work is being with the residents.

Wende who has been with Sacred Heart Home for 26 years will go out of her way to say hello and ask how you are doing. In her spare time she enjoys shopping, going to concerts, and reading short stories. Her favorite part about her job is talking to the residents and the employees.

Both Cherylann and Wende have such great respect for our residents and their belongings they will do anything to make it as comfortable as possible. If you ask residents they will tell you they do their job, go out of their way for you and are very nice. Thank you girls for all you do!



Cherylann and Wende

## Special Anniversaries

Karlina Smith (LPN) and Jennifer Sexton (Med Tech) Celebrate 10 years  
Tina Daniels (Med Tech) and Shaun Wylie (Dining room aide) Celebrate 5 years

## Sacred Heart Residents Brighten up the Day with Flowers



We want to thank residents from the Sacred Heart Home that planted flowers for our gazebo. Mary (left) planted all her flowers from seed while Joan, Janet and Mary are pictured working outside.



## POLICY Reminders

Brothers of Mercy respects our residents' right to privacy. Staff should not post or blog residents' names or other private health information on social media. This applies to all web postings or web activity by any employee including but not limited to employee postings made in chat rooms, discussion forums, message boards, bulletin boards, on blogs, and on sites such as YouTube, Facebook, Instagram, Twitter, etc. whether such sites are owned and/or maintained by the employee or by others. Brothers of Mercy has zero tolerance for this, and anyone who violates our social media policy will be immediately terminated. Please see HR if you have questions or would like to review the policy.

## AXA offers a Guaranteed 401K Return Fund

The 401K transition from Fidelity to AXA is complete and all accounts are up and running. My colleague Diane Finn and I have been overwhelmed with the warm reception we have received and are available any day of the week, from as early as 5:00 in the morning to 11:00 at night, to meet with you and discuss your account or any other financial matters that come to mind.

For those employees who are not participating in the 401k: we would love the chance to meet with you to share with you what a 401K is all about. The Brothers of Mercy offers a generous match on your contributions, matching the first 2% of your dollars. For example, if you were to contribute \$10, the company will contribute \$10 to your account. An analogy I like to use is that if you were walking down a sidewalk and saw a ten dollar bill lying there, you would pick it up. But, if you are able to, by not participating in the 401K, you are walking over a \$10 bill every week!

In addition, for those who have not heard, one of the investment options available is a Guaranteed Interest Option, currently paying 1.75%. Please feel free to contact Diane at 626-2530 or myself at 626-2563 to plan a time to meet and discuss your account.



### EMPLOYEE REFERRAL BONUS PROGRAM

#### How would you like to Earn \$1500?

Did you ever consider yourself as a recruiter???

How would you like to earn \$1500, and at the same time help us ensure a stable workforce???

Referral bonus program for **ALL CURRENT EMPLOYEES**  
who refer direct care positions:

NAT, CNA, LPN, RN

See HR for details