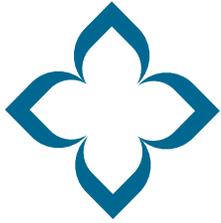




Cincinnati's Top Workplace
Proud winner 16 years straight.



Interlink

ERS

When you love
what you do, it shows!

ECH Earns Louisville Top Workplace Award 2nd Year in a Row!





Milestone Anniversaries

Congratulations to the following people who have celebrated a "milestone" anniversary with ERS.

AL Management

Jon Broxterman.....1
Deliliah Marshall.....1

Cambridge Heights

Robert Mackley.....1
Doris Ford.....10

Canterbury Court

Terri Harrell.....1

Deupree House & Cottages

Scott McAllister.....1
Ava Cosgray.....1
Lindsay Brash.....1
Attachae Smith.....1
Karalyn Cotton.....1
Grace Berlin.....1
Eniola Olakanmi.....1
Catherine Collins.....1
Christy Plaughter.....1
Teagan McCarthy-Wolf...1
Mica Kissing.....1
Charlie Miller.....1
Gwendolyn Goldsby.....5
Donald Dalley.....10
Donna Craig.....15

Episcopal Church Home

KeKe Wigginton.....1
Loretta Wainscott.....1
Cliffton Johnson.....1
Tori Williams.....1
Tamica Jones.....1
Tiffany Howard.....1
Kahlilah Morton.....1
Isaiah Gregory.....1
Ronald Charles.....10
Austin Hyle.....10
Bianca Norris.....10

Hailey Richmond.....15
Jan Vinson.....15
Lois Shaw.....15
Cheryl Young.....20

ERS Support Services

Matt Dowling.....1
Mohamed Touahria.....1
Abigail Strittmatter.....1
Joy Blang.....10

Living Well Senior Solutions

Pamela Tribble-Phillips....1

Marjorie P. Lee

Chester Gamble.....1
Dawn Williams.....1
Paige Bell.....1
London Albert.....1
Denise Adams.....1
Lamaure White.....1
Richard Gray.....1
Tresta Davis.....1
Tony Johnson.....1
Riyah Campbell.....1
Ashanti Booker.....1
Janiah Turner.....1
Riley Bryant.....1
Aaliyah Latham.....1
Isabella Bryson.....1
Ricky Silver.....1
Diana Craft.....1
Dyanna Price.....1
Kenya Willis.....5
Babby Chatman.....5
Alix Scruggs.....5
Matthew Freeborn.....5
Rachel Casey.....5
Theresa Hofstetter.....10
Yana Lee.....10
Marilyn Busse.....10
Jennifer Cook.....15
LaVetta Surrell.....15
Joe Lyle.....15
James Fisk.....20
Sheena Chatman.....30

St. Paul Village

Shaunte Delton.....1
Johnnie Morant.....1

Sunrise Terrace

Phil Atkins.....1

Thomaston Woods

Sherri Bowling.....5



New Faces

Welcome to the following people who have joined the ERS team in 2025.

AL Management

Kayla Cummins
Lorain Drais
Ronnie Enochs
Caleb Hatfield
Brittany Seagraves
Michael Silbernagel

Canterbury Court

LeShea Orr

Deupree House & Cottages

Krishanda Burson
Brandi Chambers
Chatikwah Dorsey
Gabby Greer
Kenneth Hatcher
Jacob Huth
Ayana Kim
Lily Larsen
Jennifer Lovejoy
Latonya Miles
Samantha Pearson

Episcopal Church Home

Brice Agnissey
Christine Childress
Makissi Livingston
Carla Marks
Cleola Moore
Francis Stahl
Nancy Stinson
Sheila Taylor -Fields
KaTreese Walker
Daryliesha Ward
Sherita White

ERS Support Services

Matthew Babcock
Gabriel Lyon

Marjorie P. Lee

Hope Alexander
Gerahnyiah Bonner
Tyler Bosh
Madison Bowman

Angela Brown
Michael Brown
Jessica Dalton
Dawnelle Dukes
Alexandra Engle
Nate Evans
Dorothy Gaines
Dinah Graves
Serenity Gray
Nyla Grier
TahRiyah Higgins
Chris Jackson
Mark Jackson
Amber Johnson
Nicole Kennedy
Chrisdiona Lewis
Tyiesha Mallory
Katherine McCauley
Kenyatta Mccrary
Gertrude Pearson
Racquel Phillips
Cierra Price
Donny Purdon
Ashira Rainey
Jaslene Rice
Charita Schiele-White
Lamar Taylor
Kimberly Thomas
Karriah Washington
Saven Watts
John Wina
Patrick Wulker

Pedretti Place

Elizabeth Driscoll

Shawnee Place

George Carpenter

St. Paul Village

Craig Kaiser
LaMannda Miller
Garrett Wells

Trent Village

Taurean Houston

Westminster Court 2

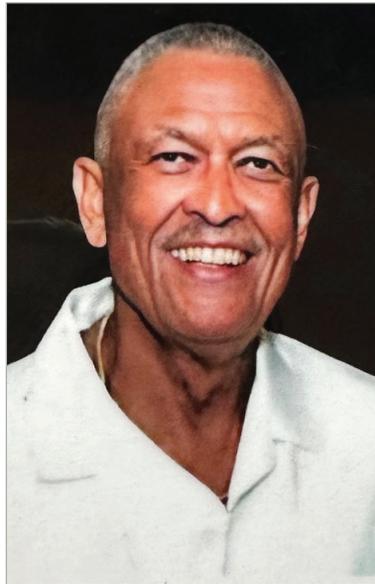
Ashley Hood
Matthew Reveal

Celebrating the 2025 ERS Martindell Award Honoree: Bob Cardwell

Earlier this year, ERS invited team members to submit nominations for the annual Martindell Award. This special recognition is awarded each year to a non-management team member who goes above and beyond in demonstrating person-centered values and actions. As in past years, the response was tremendous. Many heartfelt nominations were submitted, making the selection process both meaningful and very challenging. After carefully reviewing every nomination, the Martindell family has selected the 2025 award recipient.

The 2025 Martindell Award is being given in honor of **Bob Cardwell**, resident and community guardian at Deupree House in Cincinnati, Ohio. Bob served ERS with dedication for more than 14 years until his unexpected passing in late July. This year's award stands as a tribute to his extraordinary service and the deep impact he had on the residents he cared for.

Bob's nominations were filled with sincere appreciation from residents, families, and colleagues. One



nomination shared that Bob “exemplified the qualities of Deupree as a hospitable, caring, and comfortable living environment.” Others noted that his positive demeanor made visitors feel welcome, and that residents considered him “much more than a staff member, but a good friend.” He was consistently described as someone who was always available, no matter the request, and who responded with the care and kindness of “a helpful, caring fellow human being.” Residents also expressed that they felt comfortable around him because he “exemplified humbleness,” and that his contributions now serve as “a touchstone for the mission of Deupree.”

On Friday, October 24, **Kim Martindell, Laura Lamb, and Joan Wetzel** presented the Martindell Award, along with a \$1,000 check from the Martindell family, to Bob's wife,

Gail, and their family.

Bob's legacy continues to shine brightly within the ERS community, and we are honored to recognize him through this year's award.

From Human Resources

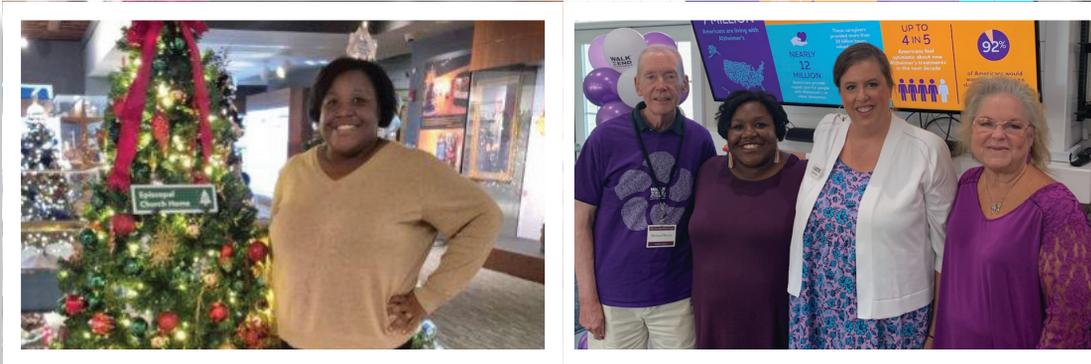


New ECH Health Services Administrator

Fran Stahl has joined the Episcopal Church Home team as health services administrator. He has been a licensed nursing home administrator for 17 years and has a deep passion for serving older adults. Fran discovered this calling while interning at a senior living community during his time at Bellarmine University in Louisville.

Since then, he has held several roles across senior living communities, from the business office to administrator. Louisville has been Fran's home since 2003. He is married to his wonderful wife, Sarah, and together they have four children. You may spot them around campus from time to time—visiting or even handing out treats.

ECH Expands Ministry Presence



ERS significantly expanded Episcopal Church Home's (ECH) external ministry presence across Louisville in 2025 by creating and funding a new full-time outreach program coordinator position as part of the OGSP 20.0 strategy. In mid-May, Teran Herthel was hired as the outreach program coordinator, marking a major step forward in strengthening ECH's community engagement efforts. She began by immersing herself in daily life at ECH and collaborating with ERS Support Services to build a deep understanding of the organization she represents.

Since then, Teran has quickly built connections across the Louisville community—engaging with Age Friendly Louisville, attending local events, and identifying gaps and partnership opportunities. Over the past seven months, she has strengthened existing relationships and launched new collaborations, including workshops with Eastern Area Community Ministries and Community Missionary Baptist Church, and exploring dementia-inclusive cooking classes with UofL's Trager Institute. She has also expanded ECH's partnership with the Alzheimer's Association through monthly caregiver education at Dudley Square and helping launch Louisville's first Memory Café. Additionally, ECH was recognized as a top fundraising facility at the 2025 Walk to End Alzheimer's.

More community partnerships and programming are planned for 2026, including work with Norton's Neuroscience Resource Center and local faith communities.

The Season of Giving is Here!

Please support the Good Samaritan Mission Fund (GSM) with a gift to the annual Staff Campaign before year end.

Gifts of all sizes to the GSM this Giving Season help ensure ERS continues to be an exceptional place to work for staff and a wonderful place to live for older adults all year round.

Easy ways to make your gift:

- **Payroll Deduct** - Decide the total amount of your gift for 2026, which will then be deducted from each paycheck (26 per year)
- **Write a Check** to the ERS Foundation and send via interoffice mail c/o Fund Development OR mail to 3870 Virginia Ave., Cincinnati, OH 45227
- **Give On-Line** at erslife.info/donate



Misplaced the Staff Campaign Pledge Form that was sent to your home? No problem! Contact Sarah Meyer to request a new one: smeyer@erslife.org

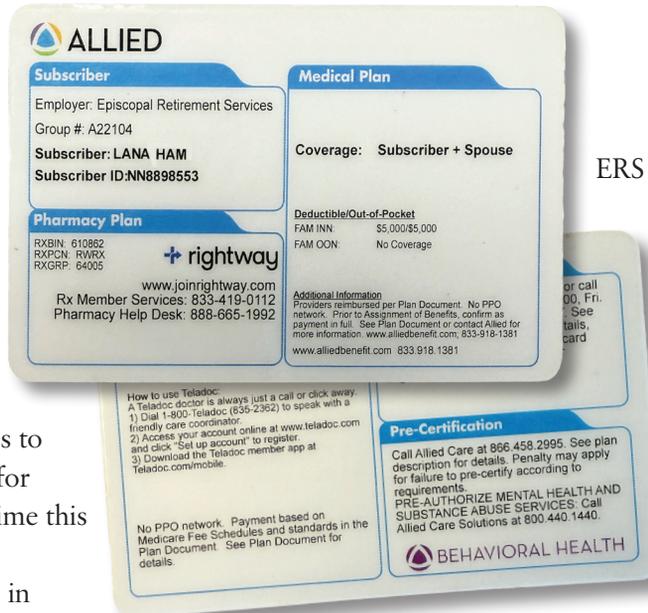
Need help or would you like to talk about your thoughts and questions about giving? ED of Philanthropy, Joy Blang, is happy to chat at 513-979-2313 or jblang@erslife.org.

Medical Insurance Reminders

As we prepare for the new year, below are some reminders related to our medical insurance benefits.

If you did not make any changes to your medical coverage, you will not receive a new card from Allied. Plan to use your current card in 2026. If you did make changes to your plan, be on the lookout for your new card arriving sometime this month before the new year.

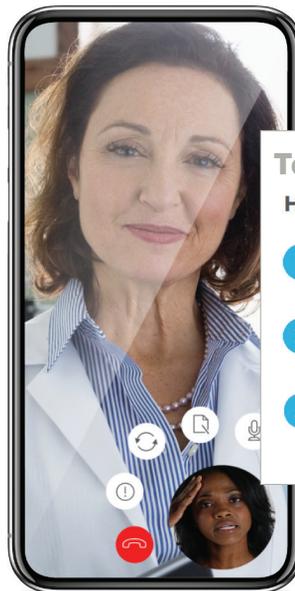
All team members enrolled in ERS' medical insurance for 2026 are required to complete a tobacco affidavit.



ERS is delighted to continue to offer the Teladoc general medicine and behavior health benefits. The general medicine allows team members, covered by ERS's medical insurance, to access care for non-urgent conditions for no cost. And in 2026, we are making access to the Teladoc Behavioral Health even affordable—at NO cost (the copayments that were in effect in 2025 will be removed in 2026). Do not delay seeking help if you need it.

The form is titled "ERS Tobacco Affidavit - 2026" and is from Episcopal Retirement Services. It states that ERS will charge a \$50 per pay period surcharge for tobacco users. The form includes a section for the user to check applicable boxes regarding tobacco use and a section for signing the form, certifying that the user has read and understood the terms and conditions.

Team members who have spouses enrolled in ERS' medical insurance for 2026 are required to complete a spousal affidavit. Copies are available in the HR office and in Paycor's Benefits Advisor—in the Paycor app, click on My Benefits, (if using the Paycor web version, click on *Benefits Elections*). Select *View Library*, then click on *View Benefit Information*. Scroll down to *Forms* and select the correct affidavit to print off and complete.



Teladoc Behavioral Health

How it works:

- 1 Set up your account and fill out a brief medical history
- 2 Scroll through bios to choose the expert who best fits your needs
- 3 Schedule your confidential visit at a time that works for you

Details Coming Soon.



A GUIDE ON HOW TO COMPLETE YOUR
2026 ERS TEAM MEMBER WELLBEING PROGRAM



Visit the Resource Library

Explore our resource library to find essential information about your benefit plans.

[View Library](#)



Details on the 2026 Wellbeing Scorecard are being finalized, and we will communicate the information to you early in 2026.

How To Access Your W-2

We are rapidly approaching year end and thoughts are turning to tax preparation and filing. W-2s are maintained in Paycor.

Accessing your W-2 on the Paycor App:

Log in to the app and click *Pay & Taxes*. Select the *Taxes* box. Go to the *Tax Docs* tab and you will see all the tax forms from the last several years available for review.

Accessing your W-2 on the Paycor website:

Log in to Paycor and at the top of the screen, in line with your name, click on *W-2*.



The *Pay Stubs & Tax Docs* screen opens on the *Tax Document* tab. Any tax documents (W-2 for taxes and 1095-C for health care reporting) will show on the screen.



In the document column, click on the W-2 link and a separate window will appear with your Form W-2 for the year indicated. You can either save the W-2 to a file or print the document.



Skip the Mail!

How to opt out of printing a paper W-2:

Reduce the possibility of identify theft—go green!

On the Paycor app:

Sign in and select *Pay & Taxes*. Then click *Paperless Options* and turn the option on. It's that easy!

On the Paycor website:

Log in to Paycor and at the top click on *Pay Stubs & Tax Docs*. Then click on *Paperless Options*.

Paperless Options

Enable paperless documents to receive your payroll forms electronically. Remember, enabling paperless options for a document will halt the delivery of paper copies for the associated document.

Document Description	Current Year Delivery	Paperless Elections
W-2s These yearly documents are needed to file your taxes with the IRS.	Electronic	ON

ERS Earn More Program

So Far in 2025, ERS Has Paid Over \$45,000 in Referral Bonuses

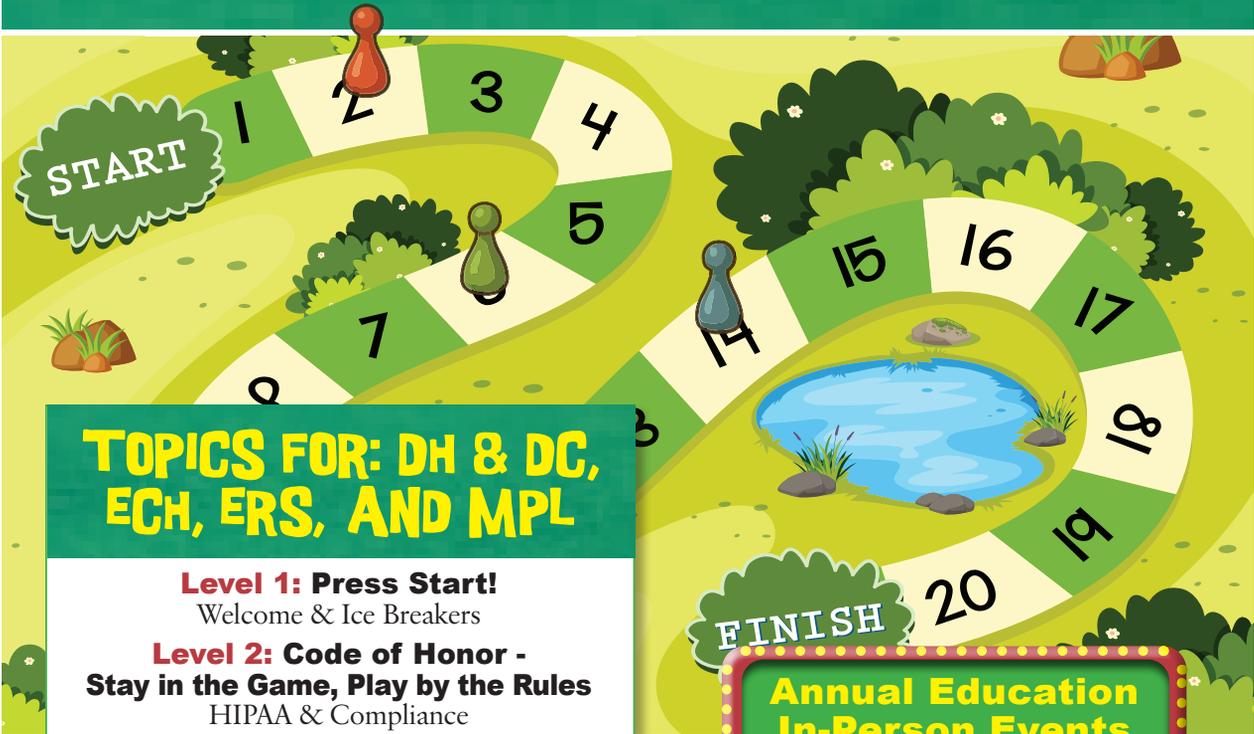
Earn More is the talent referral program at Episcopal Retirement Services. Referrals from our team members are our best source of meeting and recruiting top talent. For team members who refer a candidate who is hired, a monetary incentive is available as a gesture of appreciation. Last year we hired 50 referrals.



- \$1,500**
 - Registered Nurse, full & part time
 - Resident Assistant, full & part time
 - Versatile Worker, full & part time
 - Cook, full & part time
- \$1,000**
 - Driver, full & part time
 - Community Manager (AL)
 - LPN, full & part time
- \$ 500**
 - Maintenance Technicians
 - Housekeepers
 - Security
 - Dining Services, full and part time
- \$ 250**
 - All other positions, full and part time
- \$ 100**
 - All PRN positions

If you have additional questions, please see a member of the HR team.

GAME ON: LEVEL UP FOR SUCCESS!



TOPICS FOR: DH & DC, ECH, ERS, AND MPL

Level 1: Press Start!

Welcome & Ice Breakers

Level 2: Code of Honor -

Stay in the Game, Play by the Rules

HIPAA & Compliance

Level 3: Pac Clean -

Power-Up Against Germs!

Infection Control

Level 4: Hungry for Safety -

Don't Get Caught Off Guard!

Safety & Incident Command

Level 5: Monopoly -

Protect Every Player's Rights

Resident Rights

Level 6: Candyland -

Sweetening Every Experience

Customer Service

Level 7: Memory Lane -

The Ultimate Mind Game

Dementia

Level 8: Boost Your Health

Wellness

Level 9: Unlock Your Power-Ups!

Human Resources: Perks & Benefits

.....
**BONUS ROUND:
RAFFLES & GIVEAWAYS!**

Annual Education In-Person Events Will Be Held In

February

April

May

August

September

November

Affordable Living Communities
Stay Tuned! Levels loading...

Contact Juliana Burgos
at jburos@erslife.org,
Abby Strittmatter at
astrittmatter@erslife.org, or a
member of the HR team to
learn more!

Greet, Brag & Share

When You Love What You Do, It Shows.



Care, kindness, and commitment define our team. We are grateful for our team members who strengthen our culture and help those they serve feel valued and supported.



At the Cincinnati and Louisville Walk to End Alzheimer's events, residents, staff, and families came together, united by compassion and a shared commitment to our mission.

Time Well Spent Away From The Office



Who says making a difference can't be fun? Our team steps out of the office to laugh, connect, and engage with the community.

Share your photos with Interlink! Send them to share@erslife.org.

ERS

Episcopal Retirement Services



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For seventy-five years, ERS has been a not-for-profit, financially sound organization dedicated to improving the lives of older adults through innovative, quality living environments based upon their values, and delivered by highly experienced, deeply committed professionals.

If you have a story idea or news to share, contact Joan Wetzel at jwetzel@erslife.org or share@erslife.org.