

Interlink



CINCINNATI'S TOP WORKPLACES
Proud winner 11 years in a row.

ERS

When you love
what you do, it shows!

A Winner for the Eleventh Year Straight!

Team members Make ERS a Great Workplace

This spring, ERS was pleased and proud to be nominated for a workplace engagement awards program. Our Cincinnati team members were invited to complete a survey and measure the caliber of our culture compared to other companies.

Cincinnati.com and the Cincinnati Enquirer announced in June that ERS had won Top Workplace honors for the ELEVENTH straight time.

The award is based solely on the feedback many of you offered



Judi Dean

through the team member survey we administered just a few months ago. Many of you participated despite

the demands of working through the early days of a global pandemic, and we thank you for your input.

Being named a Top Workplace is a big deal — only 130 companies made this year's list. We are honored, especially because the judges were you, our team members!

In August, Cincinnati.com and the Cincinnati Enquirer plan to hold an event to not only honor the Top Workplaces, but also announce the rank order for the organizations who made the cut.



Milestone Anniversaries

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

Affordable Living by ERS

Kathy Jorgensen-Finley.....5

Deupree Cottages

Daneika Farmer 10
Zephon Price 1

Deupree House

Lori Kelly..... 25
Brian Lamb 25
Jule Hawkins 20
Sam Gillivan 5
Sebrina Brown..... 1

Deupree Cottages

Megan Bair..... 1

Episcopal Church Home

April Guinn 10
Mariela Trujillo Estrada. 5
Latosha Woods 5
Sherry Farmer..... 5
Kenneth Griten 1
Eric Forney 1
Kimberly Rush 1
Yeneris Velazquez -
Hernandez 1
Anne Mutune 1
Josephine Gordon..... 1
Annia Lao Marrero 1
Jainaba Jallow..... 1
La'Ticia Jonesle..... 1
Robertha Richards..... 1
Antaryka Marks..... 1

ERS Support Services

Emerson Stambaugh20
Rennee Croom..... 1

Living Well Senior Solutions

Pamela Ward 10

Marjorie P. Lee

David Binkley 35
Keanna Brooks..... 20
Angela Bolan 10
Brianna Harris 5
Knice Bonner 5
Melissa Smith 5
Tierra Harris 1
Megan Helderbrand 1
Brittany Laster..... 1
Delores Spence Shamel.. 1
Autumn McCann 1
Malachi Brown..... 1
Rashina Bowden 1
Giselle Schipper 1
Kimberly Shaw 1
Taylor Greenwald..... 1
Jamie Terry 1
Juanisha Yett..... 1
Amber Walton..... 1
Doris Harris 1
Venice Shephard..... 1
Danayale Hayes..... 1

Trent Village

Dennis Albetski1

Walnut Court

Mary Krysztofiak5

New Faces

Welcome to the following individuals who have recently joined the ERS team

Deupree House

Adam Smyth
Christopher Oakes
Courtney Little
Susan James
Tracy Barnes

ERS Support Services

Michelle Hoehn

Marjorie P. Lee

Angela Lindsay
Armani Manuel
Brandi White
Candice Smith



PayActiv – New Benefit Coming Soon

We are delighted to introduce PayActiv, a new benefit for team members. PayActiv is a financial service that allows you the flexibility to access your earned, but unpaid, wages at any time during the pay period through an easy-to-use app. With PayActiv, you can get up to 50% of your earned wages at any time. It's not a loan and the accessed amount is settled through payroll deduction.

PayActiv includes many financial wellness services, including:

- On-demand access to earned wages
- Electronic Bill Pay
- Cash pick-up at Walmart stores
- Savings and Budgeting Tools
- Financial Counseling and Financial planning guides
- Visa® Prepaid Card (24/7/365 real-time access to earned wages)
- And much more

There is a small fee to use this service but it's only charged if you actually access your earned, but unpaid, wages.

Since we value the confidentiality of team member information, we will only be providing to PayActiv the data for team members who enroll to access their services. Please let HR know as soon as possible so that we can be sure to include your data in the file if you think you might be interested in taking advantage of this benefit.

Dezarae Price
Diane Smith
Ebony Ingram
Elaine Passineau
Ella Kleeman
Grace Elliott
Jason Redd
Kiara Evans
Malika Jackson
Sam Dawson
Sharell Washington
Thailanda Watkins

Tiera Bryant
Timothy McDonald
Tina Watkins

Parkview Place

Ray Norrod

Prairie Oaks Village

Mary Miller

St. Paul Village

Walter Lohner

Congratulations to the Class of 2020

We Celebrate Your Accomplishments!



Jomiya Coleman, Billing Specialist at ECH, Graduated with her Bachelors in Health Service Administration from Bellarmine University



Madison Daly, Server at Deupree House, Graduated from Colerain High School



LaShawna Jones, Care Team Manager at Marjorie P. Lee, Graduated with her BSN from Capella University



Logan White, Server at Deupree House, Graduated from Walnut Hills High School



Ann Patterson, Service Coordinator in Affordable Living, Graduated with her Masters of Social Work from University of Cincinnati



Gloria Seay, Accountant at ERS Support Services, Graduated with her Bachelors in Accounting from Xavier University

Megan Helderbrand, RA at Marjorie P. Lee, Graduated with her Bachelors in Liberal Arts from Wright State University

Kelsie Dabbett, LPN at Marjorie P. Lee, Graduated with her RN from Hondros School of Nursing

Brianna Harris, RA at Marjorie P. Lee, Graduated with her LPN from Fortis School of Nursing

Adam Smyth, Server at Deupree House, Graduated from Walnut Hills High School

Grace Elliot, Receptionist at Marjorie P. Lee, Graduated from Walnut Hills High School



Elliott McHaffie, ERS Marketing Intern, Graduated with her Bachelors of Arts and Science from Miami University



Ryan Pastor, RA at Marjorie P. Lee, Graduated with her LPN from Antonelli College



Dakota Chitrakar, Server at ECH, Graduated from Ballard High School



Isabella Geraci, Server at Marjorie P. Lee, Graduated from Mount Notre Dame High School



Janice Donaldson, Server at Marjorie P. Lee, Graduated with her Biology degree from Gardner-Webb University

ATTENTION GRADUATES! If we missed you, please reach out to the HR Team so that we may recognize your achievement in the next Interlink.

**WE
CAN
DO
BETTER**

#BLACKLIVESMATTER

ERS
Episcopal Retirement Services

We at ERS are reflecting on all the ways we can be even more inclusive – and we encourage you to do the same. As our President and CEO, Laura Lamb, wrote in her recent letter, “Inclusion means valuing collaboration and diversity of thought, experiences, and perspective. It is appreciating that we are better together, leveraging our strengths and differences.” We are offering regular sessions for team members to join in discussions about racial inequities, please join us!

ERS Team Member Referral Program

ERS paid \$23,175 in referral bonuses in 2019

This is the year to give your friends the gift of a new career at a place you know and love! Did you know that 35% - 40% of new hires are referred to us by ERS team members? We're consistently impressed by our team members and their extraordinary commitment to find great talent. Our team members have high standards and only refer the very best quality applicants to serve our residents. According to Mike Dettmer, Deupree House Dining Services Supervisor and Earn More participant, “longevity, especially among upper management, and potential career growth for team members with a great company that truly cares about its residents and



Mike Dettmer

EARN MORE

people are more than enough reasons to refer friends and help ERS grow.” The Earn More program adds incredible value to our culture and our ability to provide excellence in care, service and hospitality.

We'd love to hear from you! To learn more about referring an applicant, please reach out to our HR Talent Acquisition team members Ariel Murphy at ECH, 502-736-7811 and Alishia Lee ext. 1025 or Erica Carlson ext. 5396 in Cincinnati. We are happy to assist you!

**SAVE
THE DATE**
Featuring the live jazz of the
Mandy Gaines Quartet



“The occasion is piled high with difficulty.
We must rise to the occasion together.”

—Abraham Lincoln

EPISCOPAL RETIREMENT SERVICES' GOOD SAMARITAN MISSION

TOGETHER WE RISE VIRTUAL GALA

**2020 special online event to support the
Good Samaritan Mission Fund!**

Friday, October 9th • 1-1/2 hour live broadcast • A celebration of heroism
A sneak peek at the historic Manse Apts Affordable Living project • Live jazz

Presented by

modelgroup
DEVELOPMENT • CONSTRUCTION • MANAGEMENT



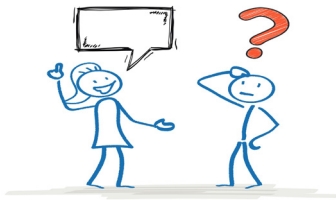
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Episcopal Retirement Services

TriHealth Resources for Team Members and Families

TriHealth EAP Enrichment Webinar Series

Each webinar is free for team members and families and will be offered in a live webinar format. Completed webinars count as wellbeing credits for the ERS wellbeing scorecard. Pre-registration is required. To register online please select the link, then click on the title of the training: www.trihealth.com/institutes-and-services/trihealth-corporate-health/concern-services/employee-family/enrichment-seminars or register by phone 513-977-2165.



How Your Thinking Impacts Your Communication Style

October 14 or
October 16,
12:00 – 1:00

TriHealth EAP Guided Meditation Series:

Elevator to the Beach

This 9 minute guided imagery meditation will take the participant down to a beach for a brief interlude that will focus on warming the hands and feet to increase relaxation in the body.

Forest Walk Meditation

This 8 minute guided imagery meditation will provide the participant with a relaxing walk in the woods to reduce stress.

Progressive Muscle Relaxation Exercise

This 8 minute meditation will provide the participant with an opportunity to decrease tension in the body and calm the mind.

For more information, please visit: <https://www.trihealth.com/institutes-and-services/trihealth-corporate-health/concern-services/guided-meditations>

Education News

Planning Ahead for Tuition Assistance for 2021!

ERS is a learning organization that is committed to the development of team members. Applications for Tuition Assistance will be available July 1, 2020.

For an application and information about the program, please contact Molly deJesus, x7133 or Judy Bertsch, x4289 in Human Resources.

Applications are due to Human Resources by September 1, 2020 for the 2021 academic year.



“The Tuition Assistance Program helped me to earn my Masters degree!”
– Ann Patterson,
Affordable Living by ERS

Listen to Linkage Podcast

What better way to connect with our residents from all over the ERS communities than with an episode of the ERS Linkage Podcast! We’ve recorded and posted 10 episodes. Have a listen!

episcopalretirement.com/corporate/linkage/podcast/



Ky LeadingAge Scholarship Opportunity

2020 LeadingAge Kentucky Scholarship

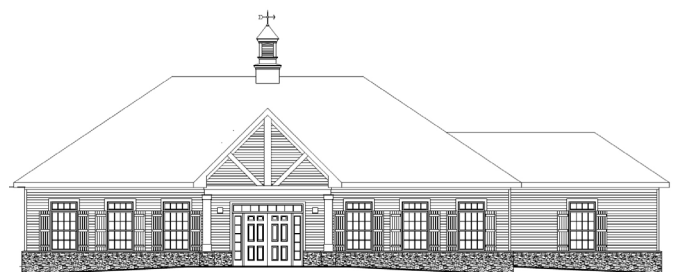
LeadingAge Kentucky each year awards one (1) \$2,000.00 Scholarship. All applicants must complete the application form and the form must be submitted to the LeadingAge Kentucky office and must be accompanied by a recommendation by the facility administrator or the applicant’s direct supervisor or both. The winner will be announced at LeadingAge Kentucky’s Annual Conference Awards Luncheon, October 15, 2020. Call 502.992.4380, visit the website leadingageky.org or email info@leadingageky.org for more information or visit HR for assistance.

Demolition begins, renderings shared

More master plan updates will be shared as we make progress.
To watch the May zoom call visit <https://youtu.be/N48qZnvthQM>



Demolition has begun in the Reed neighborhood.



New renderings and drawings of the dining space and the club house were shared.

Rising to Master Plan & COVID Challenges

Throughout the pandemic, every ERS team member has demonstrated remarkable grace under pressure. For our team in Louisville, there is the added pressure and uncertainty of starting their master plan. The ECH team has grown stronger with each new challenge, and they leap toward each new hurdle with great determination.

Amidst rapidly changing COVID-19 protocols and safeguards, team members have not only risen, they have leapt to the occasion to support the residents, doing whatever is necessary to keep residents safe, calm and comforted.

Not surprisingly, the ECH team has also displayed exceptional teamwork. Across the campus, team members are learning new skills and assuming new responsibilities to support each other and help protect the health and wellbeing of residents. Styling hair, offering assistance with COVID-19 testing, spending extra one-on-one time



All ECH team members were tested at the ECH campus in June.



The Life Enrichment team served lemonade and lemon bars to everyone.

with residents, conducting temperature screenings, creating new and engaging activities within the confines of social distancing, sewing masks for coworkers, and countless other efforts have been contributed to keep our residents

healthy, safe and engaged.

As the pandemic continues to unfold, the ECH team is committed to sustaining the highest standard of care while finding new and creative ways to bring comfort and joy to the residents.

Heroes All Around ERS!



The team at Westminster Court in Blanchester was happy to show off their Hero cups. Pictured are Bridget Proctor, Gayle Porter, Rick Hillard, and Char Bradshaw.



Molly dejesus helped deliver Hero cups, our partner, Proforma N&M Communications, kindly donated in recognition of our ERS Frontline Heroes. Martha Washington and Donna Craig in the courtyard at Deupree Cottages are pictured.



Jamey Schuh and John Mulvaney like how well these Hero cups travel on the Affordable Living bus, and Cassandra Phelia and Lillie Mecheau have their cups in the Deupree Cottages living room.



ECH team members and residents were given special "cards and hugs from afar" from Louisville Girl Scouts. Ashley Williams, SRNA and Jill Benham, LPN are pictured.



Everyone on the PHM zoom call had their Hero cup! Pictured: Jeanne Palcic, Kristin Davenport, Mary Ellen Pusz, Marian Riestenberg, Tricia Ettinger, and Rose Lindeman.

Where there's a will, there's a way!



Caroline Rapier and residents at St. Paul Village were able to get out and get walking.



Chloe Hough and residents of Marjorie P. Lee and Deupree used zoom calls to stay active with their workout schedule.

I Scream, You Scream, Banana Splits!

Life is better with ice cream! At ECH, the Life Enrichment team made and delivered banana splits to residents and team members. They were delicious! Dorothy Holt, experienced the scrumptious treat for the very first time ever.



*Share your social distancing photos with Interlink!
Send them or other news to Rise-COVIDStories@erslife.org*

ERS

Episcopal Retirement Services



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For over sixty-five years, Episcopal Retirement Services (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
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