



A Weekly Update  
For The Employees of  
North Central Health Care



"There is Still Sun After a Week of Rain!"

# NEWS YOU CAN USE



## WEEKLY CONNECTION WITH MICHAEL LOY

### Housekeeping Rocks!

This week is Housekeeping Appreciation Week. If you haven't thanked our Housekeeping Team yet this week, please make sure to thank them for all their efforts. This week we honor the efforts and dedication of professionals who maintain a clean, safe and healthy environment for everyone, but especially our patients and residents. Too often Housekeepers' efforts go unnoticed or are taken for granted. The quickest way for our patients and staff to be at risk of harm is for the quality of our housekeeping to go down. The great thing about NCHC is that we have an

outstanding housekeeping team. Matter of fact, one of our Housekeepers is our September Employee of the Month. (Stay tuned for announcements to find out who!) While the quality of our housekeeping is great, what is even better is how our housekeepers are friendly, kind and patient-centered. We see their smiles most often in the halls, and they go above and beyond in doing the "little" things for our patients and residents. Some leave candy on our staff's desk to brighten up someone's day and they all take tremendous pride in their work. It's excellent work! Their work does not go unnoticed by me, to have buildings over 35 years old look this good is no ordinary feat.

Thank you all for making NCHC a great place to work and receive care.

Make it a great day,



- It's A Rummage Sale! .... 2**  
Benefiting Walk to End Alzheimer's
- Statewide Healthcare Security Alert ..... 3**
- RISE UP Paint Day ..... 4**  
Help Paint A Mural!
- CommUNITY Fest! ..... 6**  
Join the NCHC Team on 9/21
- Retirement News ..... 8**  
Congrats Nancy Schulz
- New Employees ..... 9**  
Welcome to the Team!

## ADMINISTRATOR ON-CALL x4488 or 715.848.4488

In the event of Phone System Outage, reference the O:drive "On-Call Information Folder" for Schedule and Cell Phone #'s.

8:00 am  
**Thursday, Sept 12 –  
Sunday, Sept. 22**

**Kim Gochanour**



## Person-Centered Shout out



**Michael Loy,  
CEO**

**Why:** For guiding ADS staff in Antigo through the new transitions with UW Extension, and your continued support!

**Submitted by:  
ADS Antigo**





PHOTO OF THE WEEK



Submit A Great Photo From Your Week!

Submit your photo and description to: Email: jmeadows@norcen.org or Text: 715.370.1547. Please indicate Photo of the Week and include your name, who/what/where of the photo and why you are submitting.

There is Still Sun After a Week of Rain!

Despite a lot of rain there was a brief second where the sun peeked out. This photo was taken in the Wausau Campus Cafeteria Courtyard.

Legacies by the Lake Residents are Hosting a Rummage Sale to Benefit the Walk to End Alzheimer's!

Donations for the Rummage Sale are very appreciated and will be accepted through September 18.



Please place donations in the beautifully decorated box located in the Wausau Campus Hub Breakroom. All residents, staff, volunteers, and visitors are welcome to shop on September 20th! All proceeds benefit the Walk to End Alzheimer's.

Questions? Contact Theresa Polacek at tpolacek@norcen.org or Rachel Riehle at rriehle@norcen.org or 715-848-4354.

# UltiPro

## HEALTHSTREAM CHANGES News from Organizational Development

Organizational Development (OD) is pleased to announce that effective October 2019, we will implement a new Learning Management System (LMS), replacing HealthStream with UltiPro Learning for all staff.

The capabilities and enhancements of UltiPro Learning exceed those we have with HealthStream, and integrates with the new Human Resources, payroll and accounting system being implemented at the same time.

Over the next month, we will be working to download and print transcripts from HealthStream of completed modules and assignments of all staff to retain on file. As of September 20, 2019, HealthStream modules, checklists and rosters must be completed. At that time, the HealthStream icon and link to the site will be removed from all NCHC staff computers. The UltiPro Learning icon will be added when the program goes live.

**\*\*ALL STAFF MUST complete all HealthStream modules, checklists and rosters entered by September 20, 2019**

Face-to-face and online training of the new Learning Management System will be provided.

Stay tuned for ongoing updates and deadlines regarding this change throughout the next month. This information will be conveyed through the weekly NYCU, via email and communication with supervisors and managers.





## NCHC NOTICE: SERIAL BURGLAR ENTERING HEALTHCARE FACILITIES

Please see the below notice from the Wisconsin State Intelligence Center (WSIC) about the theft of valuables occurring in healthcare facilities in Wisconsin.

Updated: September 11, 2019 1:57 p.m.

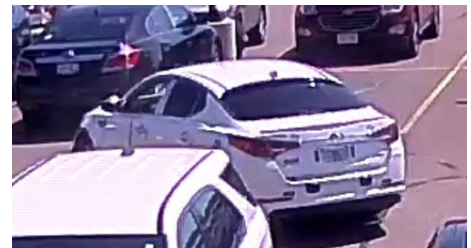
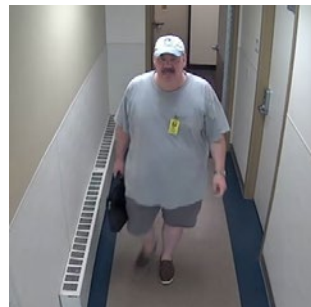


### Serial Burglar Entering Healthcare Facilities Across the State

This is an alert for all healthcare facilities in the state: The WI Division of Criminal Investigation continues to receive reports of a serial burglar entering healthcare facilities across the state. The subject has not been apprehended and continues to burglarize healthcare facilities in Wisconsin, with the latest incident yesterday in Richland Center. DCI is currently investigating and believes a possible suspect to be Steven T Paige, DOB: 12/24/1966, male/white, 6 ft 2 in. The subject has been reported as driving a white Kia Forte, Florida license plate GRDC18.

If the subject is encountered, notify law enforcement immediately.

NCHC Employees, also call Admin-On-Call x4488 after law enforcement is notified.



## WHERE CAN I FIND THE NCHC PHONE DIRECTORY?????

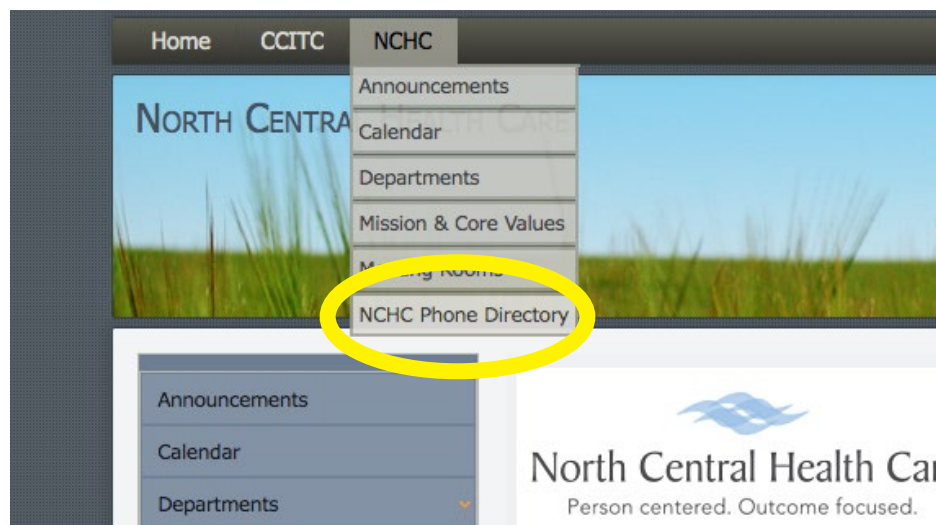
### Commonly Asked Questions at NCHC

Well, first, you won't find a print copy! Our phone numbers change too frequently for someone to keep printed copies. The NCHC phone directory is **electronic** and accessible 24/7 through the Intranet. From any network computer, you can go to

<http://intranet.co.marathon.wi.us/NCHC.aspx>

You will find the phone number of how to reach any employee when they are at work. You can search via name, program or phone. You can update your own phone number in the directory by simply emailing the CCITC Helpdesk [helpdesk@co.marathon.wi.us](mailto:helpdesk@co.marathon.wi.us)

Our switchboard staff use this electronic directory every single day. If you information is not correct, it risks calls going to the wrong person. Help us and check your contact info today!





**ON THE MOVE!**

**Congrats Emma Polzin!**

Congratulations to Emma Polzin for a recent transfer from Behavioral Health Tech in the BHS to Registered Nurse in BHS!



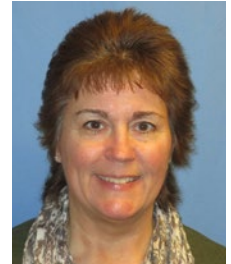
**Congrats Kristin Davis!**

Congratulations to Kristin Davis for a recent transfer from Legacies by the Lake CNA to Behavioral Health Tech in Crisis.



**Congrats Jamie Clark!**

Congratulations to Jamie Clark for a recent transfer Enrollment Benefit Specialist to Enrollment Specialist Lead in Patient Access!



**Friday, September 27th**  
9am - 11am

# HELP US PAINT OUR MURAL!

**North Central Health Care**  
1100 Lake View Dr, Wausau

The RISE UP team invites all North Central Health Care staff and clients to help add color to our mural project that was designed by participants from Lakeside Recovery. The mural will be permanently displayed on the Frontier building near Wausau's 400 block. All painting will be done on canvas paper and all colors are pre-mixed for a large scale "paint by numbers" mural. We invite all ages and skill level to participate in this unique opportunity.

RISE UP Central Wisconsin is a community program consisting of artists, service providers, program participants and others working together on a public art project.

The art project aims to improve health outcomes for individuals by building stronger alliances between service providers and communities, and reducing the stigma around those in recovery to increase utilization of services in Marathon County.

WEB: [www.riseupart.org](http://www.riseupart.org) EMAIL: [info@riseupart.org](mailto:info@riseupart.org) FACEBOOK: Rise Up Central WI



New time clock from UltiPro.

**TIMECLOCK CHANGES**  
News from Human Resources

UltiPro integrates with the new Human Resources, payroll and accounting system being implemented at the same time. You will physically see some changes around our various locations as new time clocks are being installed on September 13. Staff will receive notification via email, communication boards and from your managers as to how to use the new time clocks for punching in and out. Stay tuned for more details as we bring the full use of UltiPro on board over the next few weeks.

Every Friday!  
**BLUE JEANS FRIDAYS**

**Donate & Wear Jeans!**

Employees in ALL departments can wear jeans on Fridays when you donate \$2/Friday or \$25 annually. If you choose to pay annually, you will save \$79 for the year!

Stop by or contact the Volunteer Services Office at 715.848.4450 to get set up! Each employee that participates will receive a card that indicates their Blue Jeans Fridays participation. All funds donated will benefit NCHC United Way Team community initiatives.

**NEW!! You can now use PAYROLL DEDUCTION to pay for a Year of Jeans on Fridays!!**

Visit [www.norcen.org/UnitedWay](http://www.norcen.org/UnitedWay) and download the form in the Jeans Sale section!





### NCHC IN THE NEWS

September 10 marks World Suicide Prevention Day across the globe. NCHC reached out to our community media partners to discuss and offer information to help those who may be thinking about suicide. Thank you to Nancy Stencil from Crisis Services, for her interview with WAOW TV 9 to discuss suicide prevention and how people can get the help they need. You can watch the full interview here at <https://waow.com/news/top-stories/2019/09/10/area-survivor-weighs-in-on-importance-of-national-suicide-prevention-day/>

Also, thank you to Dr. Dia Arpon for her interview with WAOW TV 9 discussing how lack of sleep for children can impact their mental and overall health. Heading back to school, this becomes a challenge for most parents. Dr. Arpon discussed tips for parents to help their kids maintain a regular sleep schedule. You can watch the full interview here at <https://waow.com/news/top-stories/2019/09/10/tips-from-area-experts-on-a-healthy-sleep-schedule/>



Thank you to both Nancy and Dr. Arpon for taking the time to connect with our community!



## Family Matters

Ask the Experts:

Sept - Dec 2019

Ongoing Programs:

#### Parenting Apart

Tuesday, September 17th, 6pm - 7:30pm  
Presented by Stephanie Hamann, MA, LPC  
It's normal for parents to be concerned about offering the right support and guidance to their child, regardless of their marital status. Moms and dads living apart are encouraged to attend this presentation to learn more about effective ways to communicate parenting goals, strategies to maintain a positive working relationship with your previous partner, and ways to continually place your child as top priority after separation.

#### Seeing the Unseen Child

Wednesday, October 23rd, 6pm - 7:30pm  
Presented by Deborah Smith, Parent Educator  
Many children throughout Marathon County face challenges that are easily overlooked by those who care for them. Parents, teachers, caregivers, or anyone with a special connection to a child will learn more about the hardships a child experiencing trauma, sensory processing disorder, and autism face on a daily basis.

#### ADHD 101

Tuesday, November 19th, 6pm - 7:30pm  
Presented by Kristine Shiverick, ADHD and Executive Function Coach  
Back by popular demand! Kristine opens the session with the basics of this common childhood disorder before moving on to discuss successful ways to develop your child's executive functions and increase school efficiency. Learn strategies to help enhance your child's productivity in everyday life.

#### Teen Yoga Session and Parent Pause Group

Wednesday, December 4th, 6pm - 7pm  
Presented by Jessica Halvorsen, Registered Yoga Teacher and Deborah Smith, Parent Educator  
Teens of all ages are welcome to join Jessica Halvorsen, registered yoga teacher, for an evening of stretching and centering while enhancing mindfulness before the holiday season. Meanwhile parents will join parent educator, Deborah Smith, in a separate room, to chat and laugh about the joys of parenting teens. No yoga mats necessary. Space limited, must register.

#### Oppositional Defiant Disorder

Wednesday, December 11th, 6pm - 7:30pm  
Presented by Deborah Smith, Parent Educator  
Defiance is a natural part of childhood, but children who frequently exhibit anger, spiteful behavior, and a refusal to comply with authority figures may be struggling with ODD. Join us for an evening of discussion and activities focused around further understanding this disorder and its influence for the children and families affected by it.

**LEAP – (Learning Essentials about Parenting)**  
Sit back and relax with us for this 9-week series of frank discussions about the joys and trials of parenthood. Topics include building self-esteem, child growth and development, communication skills, media, and positive discipline techniques. **9 weeks, 6 pm – 7:30 pm Mondays. Call to register. Childcare is available.**

**Teen LEAP (Learning Essentials about Parenting) for Parents and Teens Together**  
This 10-week ongoing parenting class will provide parents with tools to successfully set limits for their teens and to open the lines of communication. This program is for parents and their teenage children. **No child care is available at this program. 10 weeks, 6pm – 7:30 pm Thursdays. Call to register. Must start on week 1 or week 5.**

**Warmline**  
This is your non-emergency connection to speak with an expert on the day-to-day trials of child rearing and receive practical parenting information, tools, and advice. **Call 715-848-1457**

**One-To-One Parenting Sessions**  
Trained staff will provide parenting information and support to families. If you would like an individualized parenting consultation, **call 715-848-1457.**

**In-Home Parent Education**  
This 3-month in-home program provides visits with a parent educator to help improve parenting skills and teach positive discipline techniques. The program is tailored to meet individual needs. **Call to register 715-848-1457.**

**LENA Start Marathon County**  
Jump start your 0 - 32 month old for success in school and in life with this free 10 - week program that emphasizes the importance of early communication. Enjoy a free meal each week while learning more about the importance of early talk. Includes FREE childcare, books, and incentives. **Fall groups begin September 16th. Day and evening options available. Must start on Class 1. Sign up at LenaStartMC.org or by texting 715-660-0397.**

Visit us at [Chw.org/communityservices](http://Chw.org/communityservices)

Unless otherwise noted, programs held at:  
**Children's Hospital of Wisconsin**  
705 S. 24th Ave., Suite 400  
Wausau, WI 54401  
715-848-1457  
Hours: Monday-Friday 8:30 am - 5pm



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Hours: Monday-Friday 8:30 am - 5pm

All Programming is FREE but registration is appreciated  
Childcare may be available, ask when you register.

Register: Call: 715-848-1457, Email: [ENowicki@CHW.org](mailto:ENowicki@CHW.org), or Text: 715-937-8910

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## DON'T MISS COMMUNITY FEST 2019

What's fun, free, kid focused and also fights hunger? United Way's CommUnity Fest! This annual event combines kids' activities and crafts, opportunities to explore big equipment and tractors, hay wagon rides and the United We Can food sculpture competition. Plan to attend on September 21, from 9-2 at the Exhibition Building at Marathon Park. Admission is free, but for every non-perishable food item you bring, you will receive one ticket to vote for your favorite food sculpture and determine the People's Choice award winning sculpture. All food and cash donations will be distributed to area pantries by the Marathon County Hunger Coalition.



# United Way CommUnityfest

**September 21, 2019**  
**Expo Building at Marathon Park**  
**9:00 a.m. – 2:00 p.m.**



### Vote for your Favorite Food Sculpture!

- One vote for each non-perishable food item you bring
- Purchase votes for \$1 each

All donations will go to the Marathon County Hunger Coalition to help local pantries

### Join in the festivities!

- United We Can Food Sculptures
- Free activities, games & crafts for kids & families
- Food Vendors
- Trucks, Tractors & Trailers
- Entertainment
- Costumed Mascots
- Prizes





# tidbits on benefits

## WELLNESS CORNER

By Sherry Gatewood, PA

### Colorectal Cancer Screening

Cancer is the second leading cause of death in the United States. Many of us know someone who has experienced cancer in their lifetime. Some cancers can be prevented through lifestyle but there are some cancers that run in families. There are some chemicals that people are exposed to that can potentially cause cancer, however, it may not show up for 15 to 30 years. Early detection is key to survival and done through screening. This week I will talk about some specific cancer screening tests for Colorectal and Lung Cancer. Screening tests can be performed or scheduled during annual wellness examinations.



Sherry Gatewood

Colorectal Cancer screening begins at age 50 for those individuals at average risk. This means there is no family medical history of colorectal cancer, there is no history of inflammatory bowel disease, and there is no complaint of rectal bleeding. The screening tests include a colonoscopy at age 50 and every 10 years thereafter unless there are colon polyps found that have the potential to turn into cancer. Then, the test recommendations may become every 3 to 5 years. An alternative to the screening colonoscopy for average risk people is the FIT (Fecal Immunochemical testing) that is taken home to obtain a stool sample, then sent in the provided envelope to the lab for testing. This type of screening test is done annually. There is also the Cologard®, another take home test that is sent in to the lab. This one is done every 3 years. These tests detect microscopic blood in the stool as well as DNA of colorectal cancer. For those who cannot undergo a colonoscopy, a CT scan can be used for screening. There are many choices, but Colonoscopy is the Gold Standard. During a colonoscopy, if there is a polyp or outgrowth of the colon, it can be biopsied during the procedure. The gastroenterologist or surgeon can see any abnormalities of the colon and provide the most up to date information, treatment and reassurance. A quote from the United States Preventive Services Task Force (USPSTF), "The best test is the one that gets done". Don't delay, get tested today!

Lung Cancer screening is performed by low dose CT scan and recommended for high-risk adults



55 to 74 years old. Those at risk includes individuals with a 30 pack-year smoking history ( 1 pack per day for 30 years or 2 packs a day for 15 years as examples) and current smoker or having quit within the past 15 years. Screening is discontinued once the individual has not smoked for 15 years or has a limited life expectancy. Lung cancer screening with CT scans is the only screening test shown to lower the chance of dying from lung cancer. A CT scan is ordered by a clinician in a patient without symptoms such as chronic cough and weight loss. "It is important for people to understand their risk, and to try to find cancer early. When cancer is found early, it may be easier to treat. Low-dose CT scan lung cancer screening can catch the disease early, when the lung cancer is more curable. Screening exams are given to people who do not have any signs of illness or cancer". 'The Doctor Is In,' radiology nurse Barbara Schmidt from Aspirus. <https://www.wsaw.com/content/news/The-Doctor-Is-In--454678753.html>. The best thing to do is to quit smoking or never start. If you or someone you know needs assistance with quitting smoking, contact the Wisconsin Quit Line at 1-800-QUIT-NOW or use the website at WiQuitLine.org. You can also schedule an appointment at the Employee Health and Wellness Center. Our team will be happy to help you on your journey.

## EMPLOYEE HEALTH & WELLNESS CENTER

1100 Lakeview Drive, Wausau, WI  
North Central Health Care Campus  
Door 25

Schedule an Appointment:  
715.843.1256 or MyAspirus.org

### Clinic Hours

Monday - Wednesday - Friday: 8:00 am - 4:30 pm  
Tuesday: 6:30 am – 3:00 pm  
Thursday: 10:00 am – 6:30 pm





Position Posting

Title: Crisis Services Operations Manager Status: Full Time

Location: BHS & Crisis

http://bit.ly/CrisisManagerNCHC

The Crisis Services Operational Manager is responsible for the day-to-day operations of Crisis Services (Crisis CBRF and the Crisis Center) including supervision of the care and/or services provided to residents and patients, ensuring standards of care and regulations are met.

Education and Experience Requirements

- Bachelor's in Human Service-related field preferred
• Bachelor's of Nursing degree earned at an accredited school preferred
• Bachelor's of Healthcare Administration or commiserate experience preferred

Minimum Work Experience

One year management experience

Position Posting

Title: Transportation Coordinator Status: Full Time

Location: Environmental Services

http://bit.ly/transportationNCHC

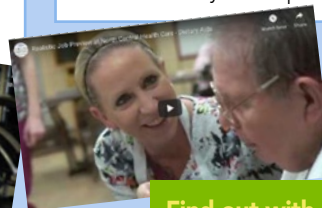
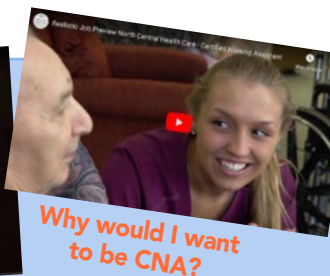
The Transportation Coordinator manages North Central Health Care's fleet, oversee the fixed routes for our residential transportation services, oversee the courier operations of NCHC, training non-logistic drivers of NCHC and troubleshooting mechanical problems judiciously while they are occurring.

Education and Experience Requirements

- One year experience
• Current CDL P/S endorsement

Minimum Work Experience

- Current BLS (CPR) certification
• One to three years' experience providing transportation services



What's it like to work in Food Services?

What does a Dietary Aide do?

Find out with a realistic job preview of some amazing opportunities at NCHC!

www.norcen.org/RJP



RETIREMENT NEWS!

Congrats Nancy Schulz!

Nancy Schulz, Care Coordinator at Chadwick Group Home has announced her retirement. Nancy has been with NCHC for 24 years. Thank you Nancy for your dedication and commitment to the people we serve! A retirement celebration for Nancy will be held on September 18th from 10:30 am to 1:00 pm at the Chadwick Group Home.

Wisconsin Deferred Compensation (WDC) Program Offered By Your Employer, North Central Health Care Facility



Meet with your WDC Advisor

The Wisconsin Deferred Compensation (WDC) Program is a powerful tool to help you reach your retirement goals. Join a WDC Retirement Plan Advisor at an upcoming meeting.

If You're Just Starting to Save ... and need to enroll in the WDC, go to www.wdc457.org and click REGISTER or click here. Use the Plan Number 98971-01 and the Plan Enrollment Code UaNeJ3pb expiration date 10/1/2019.

If You've Been Saving for a While ... you may want to review your income projections, savings rate and investment strategy. For a portfolio review, meet with your local Retirement Plan Advisor or call (877) 457-9327.

If Retirement Is Just Around the Corner ... we are here to assist you in making a smooth transition to retirement. Remember, when you stay informed and engaged, you can make your WDC account a more powerful retirement planning tool. Watch for pre-retirement group meetings near you!

Changing your payroll contribution or updating your beneficiary is easy!

Log in at www.wdc457.org or call the WDC Service Center at (877) 457-9327. Do you have questions about Wisconsin Retirement System (pension)? Please call WRS directly at (877) 533-5020.

Have an appointment and want a retirement strategy designed just for you? The more information you share with us, the more personalized your experience can be. Please bring the following to your appointment:

- ✓ Current Wisconsin Retirement System (WRS) statement
✓ Social Security statement
✓ Other retirement account statements
✓ Current paycheck stub
✓ WDC username, password and PIN (if known)
Please bring all of the above information for your spouse/partner (if applicable).

To sign up for an individual or group meeting, please click here. If none of the listed meeting times work for your schedule, please look for additional meetings on other dates and/or other locations by clicking here.

WDC Program Meeting Schedule

Table with 4 columns: Date, Time, Topic, Location. Row 1: Wednesday, September 18, 2019, 11:00 am - 1:30 pm, Account Review Sessions, North Central Health Care Facility 1100 Lake View Drive Badger Room Wausau, WI 54403

Go to www.wdc457.org to schedule your appointment.

Securities offered or distributed through GWFS Equities, Inc., Member FINRA/SIPC and a subsidiary of Great-West Life & Annuity Insurance Company. GWFS Equities, Inc. registered representatives may also be investment advisor representatives of GWFS-affiliate, Advised Assets Group, LLC. Representatives do not offer or provide investment, fiduciary, financial, legal or tax advice or act in a fiduciary capacity for any client unless explicitly described in writing. Retirement products and services provided by Great-West Life & Annuity Insurance Company, Corporate Headquarters: Greenwood Village, CO. Great-West Life & Annuity Insurance Company of New York, Home Office: New York, NY, and their subsidiaries and affiliates, including registered investment advisers Advised Assets Group, LLC and Great-West Capital Management, LLC. RO903095-0719







# WHAT'S 4 LUNCH?

## WAUSAU CAMPUS CAFETERIA

**Cafeteria Hours: Open 7am – 5:30 pm**

A Cashier is on duty from 9:00am – 10:00am , 10:30am – 1:30pm.  
When a cashier is off duty, an honor system is used for food purchases.

**Serving Soup, Salad and Lunch Entrée Option Monday – Friday.**

All hot sandwiches, hot foods and cold bar items are \$.35/ounce.

Soup: \$1.50 Cup / \$2.25 Bowl



### SEPTEMBER 16 – 20, 2019

#### MON 9/16 ..... Cream of Potato Soup

Chicken Strips

#### Sliced Ham

Steamed Broccoli  
Cornbread  
Pear Crisp

#### TUES 9/17..... Navy Bean Soup

Nachos Supreme

#### Roasted Chicken Breast

Cream Style Corn  
Rice Pilaf  
Cheesecake

#### WED 9/18 ..... Chicken & Rice Soup

Pizza

#### Meatloaf

Stewed Tomatoes  
Parslied Noodles  
Chocolate Brownie

#### THUR 9/19..... Tomato Soup

Grilled Cheese Sandwich

#### BBQ Pork on a Bun

Fried Potatoes  
Creamy Coleslaw  
Mandarin Oranges

#### FRI 9/20..... Mushroom Barley Soup

Reuben

#### Baked Cod

Baked Butternut Squash  
Potato Salad  
Banana Pudding



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## WELCOME OUR NEW EMPLOYEES

### September 16 – 20, 2019

#### Aquatic Services

Kelly Fabry – Physical Therapy Assistant

Michael Haylett – Physical Therapist

#### Community Treatment Adult

Nicki Raikowski – Employment Specialist

#### Crisis

Sandra Bosch – Crisis Professional

#### Food Services

Abigail Fondow – Dietary Aide

Marci Kodl – Dietary Aide

Abby Kue – Dietary Aide

#### Hospital-BHS

Brittany Kuehn – Behavioral Health Tech

#### Legacies by the Lake

Sabrina Salter – Hospitality Assistant

#### Protective Services

Sylvia Slinde – Administrative

#### Reflections Long-Term Care

Hannah Metz – Hospitality Assistant

#### Residential, Forest Street Apartment

Ariel Strasser – Residential Care Assistant