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WE ARE STILL
COMMITTED TO
MAKING IT
HAPPEN!

Update on Childcare Facility in St Paul

The opening of our licensed childcare program in Saint Paul has taken us longer than anticipated, but we are still committed to making it happen. The long-term goal stays the same, and if this pilot works, we would be interested in expanding to other regions.

Securing the location has been a challenge. In December 2018, we had a location ready to lease, but because of fire codes and DHS requirements, we had to pass on the location. Earlier this year, we agreed on a second property, but unfortunately that also fell through when looking more into the location's limitations. We are now hopeful that we have turned the corner.

On August 2, we closed on 1926 University Ave. West, next to the corporate office in Saint Paul. Assuming all goes well with DHS approval, city inspections and renovation permits, construction would hopefully be completed after three months. That puts us into late

2019 – surely not our ideal start date, but the start of something special.



CORE VALUES - What are they, and why are they important

We have updated our core values and are excited to share them with you. We changed them for multiple reasons:

- A cohesive set of core company values is vital to maintaining employee alignment.
- The new core values better reflect who we all are (Bridges, Rumi, Northstar); we think you'll agree.
- They are now easier to remember because they are the initials for Rice St. Rice Street in Saint Paul was the location of the first Northstar Behavioral Health facility, which connected to Little Canada Road, location of Bridges' previous corporate offices.

I would ask all of you to think about these new core values, talk about them, bring them up in team meetings, interviews, appreciation events, and ask yourself if you are living them while at work. **This also means that SPOT AWARDS are now called RICE STREET AWARDS.** The concept is the same. The only difference is



that we would ask you to think of the values when giving out a RICE STREET award. What value(s) did an employee emulate that makes them deserving of the award? Tell us when giving them out. We want to hear it.

**ARE YOU
LIVING THEM
WHILE AT
WORK?**

Our new core values are:

Respect
Innovation
Courage
Empathy
Support
Trust



Things, they are a-changin' (thanks to surveys)

Thank you to all 263 of you who completed surveys. Because of your input, we can make changes to ensure we continue to improve your experience as a Bridges employee. Without knowing your thoughts, we are unable to grow.

CONGRATS!

The lucky winner of the \$100 gift card was Lynne Stevens. **Congrats, Lynne.**

We found that supervisors are seeking more staff development. Thus, supervisor trainings have already changed to double in time, which will support our valued supervisors.

We are also now requiring two shadow shifts for new hires. This is double what we previously had, and it will allow our DSPs to feel more capable when they first work unsupervised.

We also heard from you that our homes are not feeling clean and organized. We will be initiating changes here to ensure that this is not the case. We will start by adding a requirement for our overnight awake staff to complete a cleaning list each night and will have some more changes coming to make each location feel like a home that is cherished and maintained.

We heard from many of you that you are hoping we can foster an environment with more staff recognition. As you read in the above section, SPOT AWARDS are now RICE STREET AWARDS. We know that things are happening daily that encompass our core values of Respect, Innovation, Courage, Empathy, Support and Trust. Supervisors and supervisors in training, please make a push to recognize your staff with RICE STREET AWARDS. We need your help recognize the hard work these people do daily.

Money Money Money

Profit-Sharing

Get this: We had 137 people who were just awarded profit sharing. ONE HUNDRED THIRTY-SEVEN. What does this mean? It means if you are one of the employees listed below, you were awarded a percentage of Bridges' profits. Thus, we proudly deposited money into your retirement account. If you have a 401K account set up through us, we used that. If you don't, one was opened for you. If you don't see your name on the list, it's because you didn't hit the eligibility requirements. If you do see your name on the list, we emailed and texted you with specific information about your profit sharing on Aug. 13, 2019. If you didn't receive that, contact BachP@bridgesMN.com.

Who is eligible? You must be 21 or older, have completed one full year of service in which you have worked at least 1,000 hours, and be employed at the end of the tax year (12/31/2018). If you meet the eligibility requirement for profit sharing, vesting will start from your original date of hire. If you leave Bridges before completing five years of service, you are entitled to receive the applicable percentage of employer contributions based on years of service. After year five, 100% of the annual profit sharing you receive is 100% vested. It pays to stick around.

ABAI, LYDIA
ABDI, AMINA
ABU, EMMANUEL
ACHU, TICHA
ADDISON, TRYNEAL
ADEBAYO, RUKAYATU
ADEN, UGBAD
ALI, AMINO
AMAN, KALIL
ANDERSON, BOBBY
BACOUROS, IOANNIS
BARRY, ABDOURAHAMANE
BARTA, PETER
BARTA, RACHAEL
BEYER, TROY
BIRAGBARA, BARINEE
BIRAGBARA, JACOB
BUICE, LAKETA
BUSH, WELEMATOR
CANNADY, ROMERO
CHAKISSO, KUME
CHAKISSO, MAKIYA
CHRISTIANSON, NICOLE
DAHMANI, AHCENE
DAVID, UNYEME
DELANEY, KIM
EBUDE, EVELYN
ELEMO, LATA

EMILE, AYEAH
ESQUIVEL GRACIANO, MAYRA
EVAGAN, JANICE
EVEGAN, FELISA
FAVORITE, MATHEW
FRANKLIN, NATASHA
FROSCH, JULIE
GARCIA-ALVAREZ, FELICIA
GASNER, CHRISTOPHER
GBALEH, ERIC
GRAVES, REBECCA
HAINES, JENNIFER
HAMILTON, WILLIAM
HASHIM, URGO
HELLMER, JESSICA
HOLT, LASHAN
HOTTINGER, JOANNA
HUMPHREY, ASHLEY
HURUMO, DANGA
HUSSEIN, ABDIAZIZ
IKERI, RICHARD
JOBE, ISATOU
JOE, PHILEMON
JOHNSON, DANESHA
JOHNSON, OLIVIA
JONES, JENELLE
JONES, SHEVON

KAISER, ALYSSA
KAMARA, MATTHEW
KARKI, NIRDESH
KASMAKER, DANIELLE
KIMOTHU, JOSEPH
KINDRED, LAURA
KISSINGER, PAIGE
KNAZZE, VASHTI
KOAMA, THIERRY
KPEGE-OL, CHARITY
KUM, JUSTIN
KURKOSKI, ANGELA
LANGSTON, DIANA
LARSON, SUZAN
LEWIS TOUSANT, JENNIFER
LEWIS, D'NARIUS
LOVELESS, ASHLEY
LUOGON, ZOKUWON
MADER, TONIA
MAYES, ELISHA
MCCULLUM, ARCHIE
MINOR, ANNETTE
MOENING, KARN
MOGREN, CORY
MURPHY, KELLY
NAADOR, TOMBARI
NEAL, TELISHA
NEUFVILLE JR, JOHN

NIKIEMA, SOPHIA
NSONG, EMMANUEL
OLSON, MARCIA
OMAR, YUNUS
OSEN, ANDERS
OWENS, TRE
OYEKAN, BABATUNDE
PALMQUIST, ALEXIS
PERRY, SARAH
PIPPINS, KYEISHA
PYNE, ANTOINETTE
REECE, CHRISTY
REECE, NATHAN
RENO, JAN
RODRIGUEZ, CAROL
ROESER, TERRANCE
ROSE, BENJAMIN
RUHAMYA, SYLVAIN
SANDERS, LATIA
SARGBEH, EUNICE
SCHLETTY, CHRISTINA
SCHMIDT, TAMMY
SHAH, SHUBHANJAN
SHILTS, JUSTICE
SLOAN, KELVIN
SLOTSVE, JADA
SMITH, DAVID
SOINE, PATRICK

SOMO, DEEGO
STARR, BRIANNA
STEVENS, LYNNE
STOUT, CARRIE
STRAIN, MICHELLE
SWANSON, AMBER
SYLLA, EMMANUEL
TASI, TENENG
THEISEN, CHRISTINE
THOMPSON, CRYSTAL
THOMPSON, THOMAS
TOE, AVIS
TOMSICH, JOYCE
TORRES, FRANCISCO
TRAYNOR, KELSEY
TUAZAMA, BENJAMIN
TURNER, PRECIOUS
UGAS, FAISA
WATERS, LANETT
WESTMAN, JEFFREY
WHICHARD, PAYTON
WINSTON, DANIELLE
WOTHE, MAGGIE
YELEGAR, JESSICA
ZAHN-SMITH, TAMMY
ZIRBES, ELI

BridgesMN Profit Sharing Breakdown

Years of Service	Percent Vested
Less than 1 Years	0%
1 but less than 2	20%
2 but less than 3	40%
3 but less than 4	60%
4 but less than 5	80%
5 or more	100%

* You are 100% vested in any employer contributions and related earnings, regardless of years of service, if you should reach age 65 while still employed, become permanently disabled or in the event of your death.]

This is a great way for all of us to realize our part and have a sense of ownership in the company. We're in this together, and we all play our parts to make the company work. **Congratulations to the following 137 employees who were awarded a share in the profits of Bridges.**

IT PAYS
TO STICK
AROUND!



401k Eligibility Changes

Previously, you had to work at Bridges for one year to become eligible for 401K match. This has changed. Now, if you are age 21 or older and have completed three months of service, you are eligible to start saving in the ADP TotalSource Retirement Savings Plan. You may begin participating on your “Entry Date,” which is the first paycheck date in the month following the month in which you completed your three months of service.

Rumi - What you seek is seeking you

RUMI is launching in St Cloud!

As of August, Bridges is excited to announce that we have launched Rumi into the St. Cloud region, and we already have residents looking for a caregiver-roommate. Why should you, as an employee, consider becoming a caregiver-roommate?

- You can earn serious income. Rumi caregiving pays more than direct care positions – and the wages are tax-free. **You can earn up to \$51,000 per year.**
- Customized solutions. Rumi’s flexible platform allows for successful matches regardless of your housing situation, where you live, if you have children, a spouse, pets or another job.
- Make a difference. Improve someone’s life in a real way and make a meaningful connection that will enrich both your lives.
- We’ll handle the headaches. Bridges MN manages the paperwork, compliance, licensing and other time-consuming requirements. That means you can focus on providing great care and enjoying your time as a roommate.
- Keep living your life. Bridges MN provides temporary staffing for vacations and other leave of absences.

To sign up as a potential caregiver, go to www.MeetMyRumi.com.

RESIDENT NEWS

On May 31, Minnesota Public Radio aired a story about Rumi. The special focused on former Bridges employee Patrick Soine, who now lives with Garry, whom he supports. MPR aired it multiple times and also posted it on their website. To have a listen and read the story, google “MPR Rumi.” It is the first result.





RESIDENT NEWS CONT.

Cassey Harrington from Jensen House graduated from high school in the class of 2019!

Cassey has done an amazing job completing her goal to graduate. Cassey's plan now is to work, relax and explore the world. She is working for Community Living Options as a Direct Support Professional and someday would like to work for Bridges MN. She really loves working and supporting people with special needs. She plans to continue working and looking into further schooling. She is working on getting her driver's license and plans on moving into her own place sometime this fall.



Submitted by Laura Whaley, Residential Supervisor of Jensen

Supported Employment Services (aka, SES) seeking more interested residents

Real Jobs. Real Wages.

Supported Employment Services (SES) is looking for more residents who want to continue their path of employment. No matter where an individual is in their career path, we're here to help them along the way. We believe everyone deserves a fair wage and an opportunity to succeed. We offer a three-phase approach, so every person has the best opportunity for success. Individuals may engage with all phases or a specific phase suited to their journey.

Exploration

The Exploration phase is designed to support individuals with little or no work experience. Exploration includes a skill assessment along with peer-to-peer mentoring and potential job shadowing so individuals can make an informed choice about potential career opportunities.

1

Development

The Development phase is best suited for someone who just completed the Exploration service, or for someone who knows they'd like to start a career or transition between careers. During the Development phase, Bridges MN works with individuals on resumés, communication and interviewing skills, and more.

2

Support

The Support phase is ideal for someone who already has a job and is looking for help retaining, progressing and succeeding in that position. This phase offers training for position-specific skills and skills required to retain employment. We have community partnerships with immediate openings.

3

If you know of a resident that is looking to engage with SES, contact **Carrie Stout** at CarrieS@BridgesMN.com.

TEAM MEMBER NEWS

3-DAY
BAHAMAS
CRUISE

Annual Women's Leadership Trip

On February 28, our Annual Women's Leadership Trip, which included 38 residential supervisors, managers and directors traveled to the Bahamas on a three-day cruise. Depending on each person's personal preference, there was swimming with the dolphins, shopping on the island, spending the day at the beach or sail boating/snorkeling. We were welcomed aboard with chocolate-dipped strawberries and champagne! We spent the day at sea relaxing on the pool deck and ended each night with a team formal dinner.

Submitted by Ashley Humphrey, Director of Nursing



Going above and Beyond

While doing site visits, Jackson (led by residential supervisor Felisia Evegán) was the only site of the 10-12 sites visited that had the WIW schedule visibly placed by the door for all staff to see who is working when.

She even placed it in the clear liners!

Great job, Felisia - keep it up! Things like this set apart one team from another. Making time and attendance easier for DSPs will allow you to accomplish some of your goals.

*Jamie is also super happy about this as you can see...

GREAT JOB
FELISIA!

Submitted by Donna Vang, Human Resource Generalist - Ramsey Region

Jennifer Haines Interviews Troy Beyer, Development Manager



Troy and his wife, Danielle

How long have you been with Bridges?

I have been here for a year and a half, I started in October 2017. I started as an SIT at Onondaga and am now a Development Manager for the company.

What's your favorite thing about being a Development Manager?

I love that I get to Train and Develop SITs and RSs. That is my favorite part of the job.

How do you keep your staff motivated?

I believe in open communication, being respectful, leading by example, and asking for things in a polite way. I also like to recognize my staff through SPOT AWARDS.

What do you find rewarding about your job?

I have been here long enough to see the growth of the residents in the homes I have worked in, and that has been rewarding. Seeing the growth of Bridges during my time here has been amazing as well.

What brought you into the line of work?

In high school, I was in youth ministry and my youth pastor's husband owned a group home. At first, I thought it was an easy job, but it grew into being my passion.

Why Bridges MN?

I started working here because of the work-life balance they offered me in the beginning. It was important for me to have first-shift hours and the weekends off to be with my family. I continue to stay because the company is willing to invest in me and train me.

What are your hobbies?

Ultimate frisbee, baseball, and Netflix/Hulu binges.



If you were a superhero what would you want your special power to be?

Super speed, I wanted to be a sprinter since I was young.

FEEDBACK, FEEDBACK, FEEDBACK

Do you have feedback to give? Have you ever had someone give you feedback, and you didn't know what to do with it? Next time either scenario happens, head over to www.bridgesmn.com/feedback and let us know. Not only should this be a great place for you to let us know feedback in real-time, but it's a perfect tool you can use to direct someone to us. Whether they're a case manager, a family member, a resident, a friend of a resident, a fellow employee or a community member, we will read it and take it seriously. It's also anonymous.

Referral Bonus!

We would like to pay you a bonus, but we need your help to do so.

As we continue to grow, we are always searching for great employees, and our best source for new employees is you. Thus, I would like to take a moment to remind everyone that we have a referral bonus of \$250.

If we hire an employee you refer, after their six-month anniversary, you will receive a \$250 bonus. Please note that there is no limit on the number of people you can refer. In fact, we have one employee who has referred eight employees, which means she is looking at a \$2,000 bonus! That could be you.



LAST WORDS

Again, we can't thank you enough for being part of the Bridges family and for all of your hard work!

If you have something you would like to submit to the newsletter, please email Bach Parker at BachP@BridgesMN.com



Connecting Opportunity with Independence

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