QTR 4 2025

A Quarterly Newsletter for Employees

NEWSLETTER

AdvantageCare HEALTH CENTERS

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MESSAGE FROM THE CEO

Dear Team,

I want to take a moment to thank each of you for your hard work and dedication throughout what has been a challenging year. Your commitment has kept us moving forward and positioned us for success.

As we look ahead, we're starting the new year strong. We've just welcomed a new dentist, and as of January 5, 2026, our medical department will be fully staffed with the addition of a new PCP. This is an exciting milestone that sets the stage for important conversations around staffing, managing caseloads, and continuing to strengthen our programs. Dr. Mulqueen is already leading efforts to expand the Medicare Wellness Program, enhance Chronic Care Management, and launch other key initiatives that will improve the quality of care we provide.

This past year, we placed a big emphasis on productivity and operational efficiency, and those efforts will continue as we strive to deliver the best possible experience for our patients and team members.

As we close out this year, I want to remind you that each of you plays a vital role in the success of Advantage Care—whether you're answering phones, assisting providers, or working in the EMR. It truly takes every person here to make this organization thrive, and I am deeply grateful for all that you do.

Wishing you a happy, healthy, and successful new year!

Warm regards,

Mary Ellen Diver

Mary Ellen Diver

HONOREES

EMPLOYEE OF QUARTER 3

CELEBRATING OUR EOQ3 2025 STARS!

We are thrilled to announce our Employee of the Quarter honorees for Q3 2025! These individuals were nominated by their own peers for their relentless work ethic and their "above and beyond" approach to everything they do.

Their dedication doesn't just get the job done—it makes our entire workplace better. To celebrate their hard work, we will be holding a special recognition event in January to give them the spotlight they deserve.

Please join us in congratulating our winners! Keep an eye out for more details regarding the January celebration coming soon.

SPOTLIGHT

HALLOWEEN COSTUME CONTEST

The Results are In: Our Halloween Costume Winners!

We had some stiff competition this year, but these three truly brought the magic, the drama, and the "disgust" to our Halloween celebration! Give a huge round of applause to our official 2025 costume winners:

Taneshia Christie as Maleficent

Taneshia cast a spell on all of us with her hauntingly beautiful take on the Mistress of Evil. From the iconic horns to the misty, enchanted forest backdrop, she commanded the room with regal, dark elegance. Truly a "wicked" performance!

Alexis Aguilera as a Peacock

Alexis was a total showstopper in her feathered finery! With vibrant teal tones, intricate makeup, and a spectacular display of peacock plumes, she brought a burst of color and grace to the festivities. She definitely knows how to shake a tail feather!

Ana Frias as Disgust

Ana gave us all "the feels" by perfectly channeling Disgust from Inside Out. With her head-to-toe green ensemble and that signature sassy attitude, she looked like she stepped right out of Riley's Mind Headquarters and onto the winner's podium!

Thank you to everyone who participated and shared their creativity! You made this Halloween one for the history books. Would you like me to help you draft an email or a social media post to share these results with the rest of the team?

Contributed by: Hazel Duke, Executive Assistant

SPOTLIGHT

THANKSGIVING LUNCHEON

A Feast of Gratitude: Staff Thanksgiving Luncheon

There is nothing quite like a shared meal to bring a team together, and this year's Annual Thanksgiving Luncheon was a testament to the vibrant community we have here at Advantage Care.

Staff at both the Brookville and Freeport locations took a well-deserved break to celebrate the season of thanks. The highlight of the event was the incredible variety of food; tables were filled with traditional holiday staples alongside diverse cultural specialties shared by our talented team members.

Highlights of the Day:

- **Cultural Flavors:** A wonderful display of heritage through unique dishes brought in by staff.
- **Two Locations, One Team:** Simultaneous celebrations held at Brookville and Freeport to ensure everyone could participate.
- **Gratitude in Action:** A chance for colleagues to connect and express appreciation for one another's hard work throughout the year.

The event was filled with great food, laughter, and a profound sense of gratitude. Thank you to everyone who contributed a dish and helped make this year's luncheon so special!

Contributed by: Hazel Duke, Executive Assistant

SPOTLIGHT

EMPLOYEE MILESTONES

Celebrating a Decade: Employee Milestones

10 YEARS

Jason Diana

We are thrilled to celebrate a significant milestone this month.

Please join us in congratulating

Jason Diana, LCSW,

for 10 years

of dedicated service to our community.

Jason's commitment to our patients and his expertise as a Licensed Clinical Social Worker have been invaluable assets to the Advantage Care team.

Thank you, Jason, for a decade of compassion and excellence!

Contributed by: Hazel Duke, Executive Assistant

SPOTLIGHT

WELCOME TO THE TEAM

Welcome

Welcome to the Team: New Hires

Advantage Care continues to grow! We are excited to introduce the newest members of our professional family. Please give a warm welcome to:

Patslove Jabouin – Patient Service Representative

Nicole Innvar – Clinical Nurse Manager

Miguel Rivera – Community and Outreach Coordinator

Jhenny Diaz – Dental Navigator

Rina Yom, DDS – Dentist

We look forward to the unique skills and perspectives you bring to our mission of providing exceptional care.

Contributed by: Hazel Duke, Executive Assistant

Facility Spotlight: Brookville Dental Wing Upgrades

Modern care requires modern technology! We are pleased to announce that construction in the Brookville dental wing is officially complete.

The renovation involved replacing equipment that had been in place since 2003 with state-of-the-art dental technology. In addition to the equipment upgrades, the wing received a refresh of its lighting, cabinetry, and flooring. We appreciate everyone's patience during the temporary disruptions—the result is a significantly enhanced environment for both our staff and our patients.

Contributed by: Hazel Duke, Executive Assistant

SPOTLIGHT
COMPLIANCE & HEALTH

RELIAS LEARNING

Compliance & Health Reminders
Relias Training Deadline

A reminder to all staff members: all Relias annual trainings must be completed no later than November 30th. Please ensure you have logged in and finalized your modules before the deadline to remain in compliance.

Flu Season Protocol

The health of our team and patients is our priority. If you have not yet received a flu shot and do not plan to do so, company policy requires that ***you wear a mask at all times*** within the Health Center. This policy will remain in effect through the end of the flu season (typically late spring).

Contributed by: Hazel Duke, Executive Assistant

Grant Updates: Powering Our Future

Advantage Care is currently managing several major grants aimed at enhancing our facilities and patient outcomes:

- **Statewide IV Grant:** Awarded! This will fund significant improvements at Freeport, including a new reception area, medical team space, HVAC upgrades, and soundproofing. Construction is slated to begin in June 2026.
- **Statewide V Grant:** Currently pending. This grant focuses on staff training, telehealth enhancements, and strategic guidance from the Coleman Group.
- **OPWDD Grant:** Recently submitted. This capital project aims to replace outdated medical and dental equipment to better support our patients with Intellectual and Developmental Disabilities (IDD).
- **AHRC Foundation Grant:** We have officially completed Year 1 of this two-year grant (awarded Oct 14, 2024). This funding supports our hiring a Patient Engagement/Outreach Coordinator and initiatives to improve healthcare access for the IDD community.

Contributed by: Hazel Duke, Executive Assistant

SPOTLIGHT

17TH ANNUAL WALK FOR AUTISM

Community Spirit: 17th Annual Walk for Autism

On September 27, 2025, the Town of Oyster Bay hosted its 17th Annual Walk for Autism at Bethpage Community Park, benefiting Advantage Care Health Centers.

The event was a resounding success, raising over ***$7,000*** to support individuals on the autism spectrum and those with IDD. Attendees enjoyed music, refreshments, and even appearances by Star Wars characters!

A Special Thank You To:

Our Sponsors: BK Sweeney's, Wild Honey, Adventureland, BDO, Henry Schein Dental, and BioReference.

Our Coordinators: Thank you Jerri Walker and Lynne Brewer for their incredible work with volunteers and entertainment.

Planning for next year's walk is already underway—we hope to see you there!

Contributed by: Hazel Duke, Executive Assistant

SPOTLIGHT

STUDENT LOAN FORGIVENESS SUCCESS

Benefit Spotlight: A $85,000 Success Story with the Thrive Loan Forgiveness Program

At AHRC, Advantage Care, Citizens, and BCCS, we strive to offer benefits that truly change lives. Today, we are proud to share a testimonial that highlights the incredible impact of our Thrive Student Loan Forgiveness Program.

One of our dedicated colleagues recently reached out to the HR department with "unbelievably happy news" after working diligently to qualify for this agency benefit. Through the program's support and her own commitment, she has officially reached a milestone that most only dream of.

The Impact: By the Numbers

- **Total Debt Forgiven: $85,000.**
- **Status: 100%** of the loan balance has been officially cleared.
- **Family Impact:** Described by the employee as "truly life-changing" and an "incredible relief" for her entire household.

A Message of Gratitude and Hope

The employee expressed her deepest gratitude to the team for their diligence in providing the necessary documentation to make this benefit accessible. She noted that having this debt lifted is a powerful reminder of the agency's commitment to its staff. (Read this successful employees happy email below)

Could This Be You?

We want every eligible employee to take advantage of the financial supports we offer. Whether it is student loan forgiveness or the many other free programs we offer, our goal is to invest in your future.

If you are a staff member struggling with student debt, don't leave this benefit on the table. Like our "Thrive" victor, you could be one application away from a debt-free future.

"Hi Gina,

I hope this email finds you well. I'm reaching out to share some unbelievably happy news I just received regarding my student loan forgiveness program.

As you know, your team and department have been consistently and diligently responding to my requests for documentation to help me qualify for the agency's student loan forgiveness benefit. I'm thrilled to share that I've now made all the required payments toward my loan, and my student loans have officially been forgiven — a total of $85,000!

This is truly life-changing for me and my family. Having this debt lifted is an incredible relief, and I wanted to take a moment to express my deepest gratitude to you and your team for all the support and assistance you've provided throughout this process.

I would also be more than happy to speak with any DSPs or staff who might be eligible for this benefit. I think this is such a positive story to share, especially during a time when the workplace can feel challenging and under scrutiny.

Thank you again for everything you and your team do to support staff and help make benefits like this accessible. Wishing you a wonderful weekend!

Christine Basile
Residential Manager "

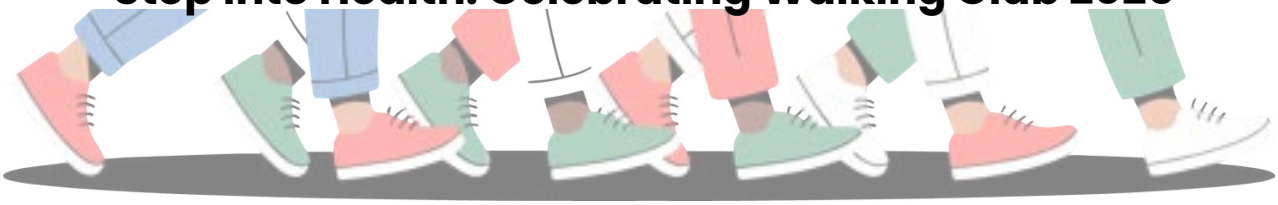
Thrive
STUDENT LOAN FORGIVENESS

Do You Have Student Loans?
Could you be our next debt-free success story?
Click the "Thrive" button now to find out if you qualify.
This one click could change your life!
Check it out!!!

Check Out UKG News & Information for More Amazing Employee Benefits

HEALTH & WELLNESS
WALKING CLUB

Step Into Health: Celebrating Walking Club 2025



A huge thank you to everyone who stepped up and joined our Weekly Walking Clubs throughout 2025! Across our various agency locations, it was inspiring to see so many team members prioritizing their wellness.

We hope you thoroughly enjoyed the fresh air, the physical exercise, and—most importantly—the laughs and connection with your colleagues.

Recognition of Leadership
A special note of appreciation goes to our Walking Club Leads. Your commitment to organizing these walks and motivating your teams is what makes our wellness culture thrive. Your dedication truly deserves to be recognized!

...for Motivating Us!

Farmingdale - Blossom Cole

Freeport - Eileen Stewart-Rooney

Plainview - Lauren Murray

Shoreham - Danielle Bermudez

Brookville - Gina Capobianco

While the 2025 season has wrapped up, the journey doesn't end here. Keep those sneakers ready and watch out for Walking Club 2026!

Step Into Leadership: Become a Walking Club Captain!

Think you've got that "go get 'em" motivational attitude? We want YOU to lead the way!
As we look ahead to an even bigger year of wellness, we are searching for energetic leaders to take the helm as Walking Club Captains / Co-Captains for our 2026 season. If you are passionate about staying active and inspiring your colleagues to get moving, this is your time to shine.

Keep an eye on your inbox! Look out for e-blasts in early 2026 with details on how to apply and lead a club at your location.

Contributed by Denise Lamb, Health & Wellness Manager

HEALTH & WELLNESS

INCENTFIT WELLNESS CHALLENGE

IncentFit

Strengthening Our Foundation:
Recapping the October Wellness Challenge

The results are in! Throughout October, our team dedicated **28 days** to prioritizing self-care and mindfulness during the **IncentFit October Wellness Challenge**.

This month's theme, **"The Pillars of Mental Health,"** encouraged us to look beyond physical fitness and focus on the internal habits that sustain our overall well-being. With **110 participants** joining in from various locations, the energy and commitment to mental health awareness was truly inspiring.

Celebrating Our Top Performers

While the goal of the challenge was personal growth and community support, several individuals went above and beyond in their activity levels. We are thrilled to recognize our top three point-earners for their incredible dedication:

- ***1st Place:*** **Joanne Cush** (BCCS, Ed Center Brookville) – ***4,855 pts***
- ***2nd Place:*** **Concepta Neylon-Lorick** (BCCS, Post Ave School) – ***3,922 pts***
- ***3rd Place:*** **Edward Hackimer** (BCCS, CB Building Brookville) – ***3,336 pts***

To celebrate their achievements, each of these top performers will receive a new yoga mat to help them continue their wellness journey.

Why Mental Health Matters

The **28-day** duration allowed participants to build consistent habits around the **"Pillars of Mental Health"**—ranging from stress management and sleep hygiene to social connection and emotional resilience. By integrating these practices into our daily routines, we aren't just "winning a challenge"; we are building a more supportive and healthy workplace culture.

"The strength of our team is built on the well-being of every individual. Seeing 110 colleagues prioritize their mental health this month shows how much we value ourselves and each other."

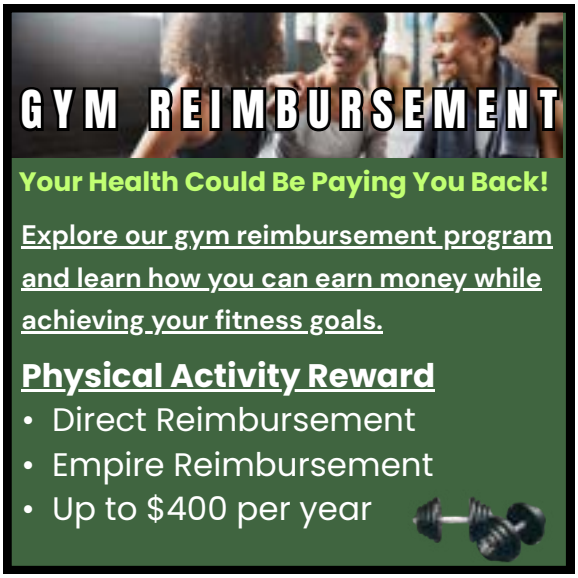
Thank you to everyone who participated, logged their points, and supported their teammates. Although the October challenge has concluded, we encourage everyone to keep those healthy habits alive as we head into the holiday season.

Click here for more information on IncentFit and to sign up for our next challenge. You are only steps away from a better, healthier you for 2026!

Contributed by Denise Lamb, Health & Wellness Manager

HEALTH & WELLNESS

DISCOVER FREE PROGRAMS



For any questions regarding any of these programs please contact:
Denise Lamb, Employee Health & Wellness Manager
Email: dlamb@ahrc.org Tel: 516-293-1111, ext. 5642

DEVELOPMENT
LEARNING & PROFESSIONAL

For any questions regarding training or Relias please contact Sara Tucci:

Email: stucci@AHRC.org
Tel: 516-293-2016, ext. 5145

For more information on Tuition Reimbursements please email:

tuition@ahrc.org

CAREERS

INTERNAL JOB OPENINGS

Want to explore any of the exciting opportunities listed below? Simply click on the job title to access the posting and find out more about it. These are just a handful of the incredible open positions available.

To discover more opportunities, click on the company logo and you'll be directed to the Career page.

AHRC NASSAU

POSITIONS	LOCATION(S)
Activities Specialist (Day Hab)	Plainview
DSP 1:1	Various
Day Hab RN	Plainview
RN Educator	Plainview
Asst. Mgr (CLS)	Freeport
Maintenance Work - General	Plainview
Maintenance Worker - General	Shoreham

Brookville Center for Children's Services

POSITIONS	LOCATION(S)
Curriculum Coord.	Westbury
Asst. House Mgr (CRP)	Wantagh
Teacher Aide	Brookville
Special Educator	Brookville
Saturday Counselor	Brookville
DSP Pathways Project Coord.	Plainview
Transition Specialist	Brookville

AdvantageCare HEALTH CENTERS

POSITIONS	LOCATION(S)
Dental Asst.	Brookville
Primary Care Physician	Brookville
Patient Rep	Freeport
Psychiatrist Advantage Care Part-Time	Freeport
Psychotherapist Advantage Care Part-Time	Freeport

Citizens Options Unlimited

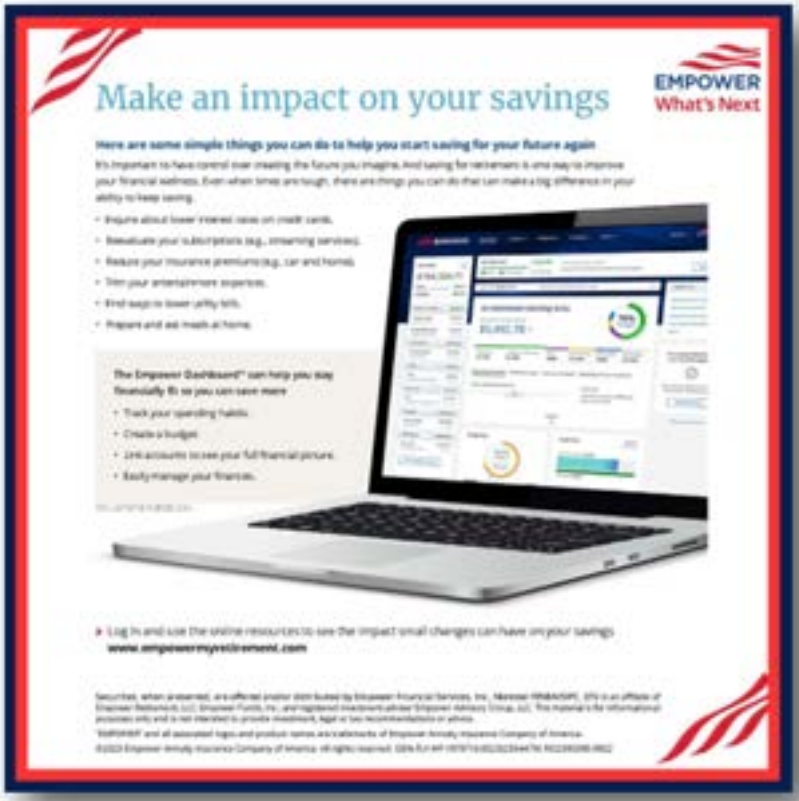
POSITIONS	LOCATION(S)
Asst. House Mgr	Various
RN Supervisor	HKP House A
Camp Asst. Nurse Mgr	Camp Loyaltown, Hunter, NY
ICF Asst. Site Supervisor	Shoreham
BehavInter Spec-Lv 2-CITZ	Manhasset, Port Washington, Glen Head

For any questions about openings please reach out to our Talent Acquisition Team at: Recruiting@ahrc.org

PLANNING

RETIRMENT & COMPENSATION

It's never too early to plan for the future.
Find out about the many financial opportunities available to you.



If you have questions regarding:

- **Sign on Bonus**
- **Referral Bonus**
- **Retirement Plans (financial only)**

  401k, 401b

Contact:

Jason Persan
Director of Employee Services

516-293-2016, Ext. 5363

Email: jpersan@ahrc.org

DISCOVERY
DINING & SHOPPING

Check out our very own shopping and dining at your fingertips.

We have so many beautiful gifts and delicious foods to order.

Click on any of the ads to see what amazing surprises await you.

Not only do you get discounts and free delivery to your work location, but you are supporting our amazing programs too.

CELEBRATIONS
UPCOMING EVENTS

JANUARY 2026		
Nat'l Hobby Month		
1	R	New Year's Day
2	F	World Introvert Day
3	Sa	Int'l Mind-Body Wellness Day
4	Su	Worl Braille Day
5	M	
6	T	Epiphany
7	W	Orthodox Christmas
8	R	
9	F	
10	Sa	
11	Su	Nat'l Clean off Your Desk Day
12	M	
13	T	Korean American Day
14	W	
15	R	MLK Birthday
16	F	
17	Sa	Benjamin Franklin Day
18	Su	
19	M	Civil Rights Day
20	T	Martin Luther King Day
21	W	
22	R	
23	F	Nat'l Fun at Work Day / Nat'l Pie Day
24	Sa	
25	Su	
26	M	
27	T	Nat'l Holocaust Remembrance Day
28	W	
29	R	
30	F	
31	Sa	Nat'l Hot Chocolate Day

FEBRUARY 2026		
LGBT History Month		
Black History Month		
1	Su	World Interfaith Harmony Week
2	M	Groundhog Day
3	T	Nat'l Women Physicians Day
4	W	Rosa Parks Day / World Cancer Day
5	R	
6	F	Give Kids a Smile Day
7	Sa	
8	Su	Super Bowl Sunday
9	M	Int'l Epilepsy Day
10	T	
11	W	Thomas Edison's Birthday
12	R	Lincoln's Birthday
13	F	
14	Sa	Nat'l Donors Day
15	Su	Int'l Childhood Cancer Day
16	M	
17	T	President's Day / 1st Day of Ramadan
18	W	Ash Wednesday
19	R	
20	F	Nat'l Love Your Pet Day
21	Sa	
22	Su	
23	M	
24	T	
25	W	
26	R	
27	F	
28	Sa	Rare Disease Day

MARCH 2026		
Sleep Awareness Month		
Women's History Month		
Int'l Ideas Month		
1	Su	World Candle Day
2	M	Read Across America
3	T	World Hearing Day
4	W	Nat'l Grammer Day
5	R	Cinco de Marcho
6	F	Nat'l Dentists Day
7	Sa	World Plant Power Day
8	Su	Int'l Women's Day / Daylight Savings
9	M	
10	T	
11	W	
12	R	World Kidney Day
13	F	Nat'l K9 Veterans Day
14	Sa	Pi Day
15	Su	The Ides of March
16	M	
17	T	
18	W	
19	R	Last Day of Ramadan
20	F	Spring Equinox
21	Sa	
22	Su	
23	M	
24	T	
25	W	
26	R	
27	F	
28	Sa	
29	Su	Palm Sunday
30	M	
31	T	Trans Day of Visibility