



AHRC

N A S S A U



A Communication from Human Resources

[Message from the CEO](#)[The DSP Connection](#)[What's Happening at Borden Avenue](#)[Health & Wellness](#)[Retirement & Compensation](#)[Executive Thank You](#)[Pride Decorating Contest Winners](#)[Milestones 35 years to 50 year](#)[Learning & Professional Development](#)[Dining & Shopping](#)[Welcome New Team Members](#)[Employee of Quarter 2 Honorees](#)[Milestones 5 years to 25 years](#)[Career Ladder with TAT](#)[Upcoming Events & Celebration Calendar](#)

A STAFF APPRECIATION DAY TO REMEMBER!

Rainbows, cotton candy, and laughter filled the air as the mansion was transformed into a carnival wonderland on August 15th, 2024. Our annual Staff Appreciation Day was a whirlwind of fun, games, and unforgettable memories.



Mother Nature may have rained on our parade for our original date, but her plans were quickly foiled as we utilized our rain date. The sun emerged on August 15th just in time for our carnival extravaganza. The day kicked off with a vibrant atmosphere, complete with colorful decorations, festive music, and a DJ spinning tunes to keep the energy high.

No carnival would be complete without classic games, and we had plenty to offer. From ring toss and skee-ball to volleyball, there was something for everyone to enjoy. Prizes were plentiful, and the competitive spirit was fierce as colleagues cheered each other on.

For those seeking a more relaxed experience, our "Zen Den" was a haven of tranquility. Professional massage therapists were on hand to soothe away the stresses of daily life, leaving our staff feeling refreshed and rejuvenated. Feeling relaxed out of their massages staff lined up for some beautiful henna creations.

But the fun didn't stop there! Double Dutch jump roping exhibition brought out the inner child in many, while the juggler amazed the crowd with his incredible skills. Karaoke enthusiasts belted out their favorite tunes, showcasing hidden talents and unleashing their inner rock stars.



Of course, no celebration would be complete without delicious food. Our carnival-themed menu featured an array of tasty treats, from cotton candy and popcorn to hot dogs and burgers. As well as pizza, vegan, vegetarian and gluten free delights and of course ice cream treats. There was something to satisfy every craving.

The day was a resounding success, filled with laughter, camaraderie, and a sense of appreciation for our incredible team. Thank you to everyone who helped make our Staff Appreciation Day a truly unforgettable experience!

[Next Page](#)

Message from the CEO



Dear Colleagues,

I hope you all enjoyed a wonderful summer!

As we transition into the vibrant fall season, I find myself reflecting on the myriad activities and events that brought our family of organizations together. From Employee Appreciation Day to Camp Loyaltown, the Employee of the Quarter recognitions, BCCS Prom and Graduations, Shoreham Day of Belonging, and our very first June Jubilee, it's clear we've had an incredible few months. Not to mention the invaluable learning opportunities in DEI, the NADSP Credentialing program, and the heartfelt celebrations for Teachers, Nurses, and Psychologists Appreciation Days.

I want to take a moment to express my sincere gratitude to each of you for your hard work and dedication in planning and executing these numerous events. Your efforts not only enhance the quality of life for our students and those we support but also enrich the experience of your fellow employees. Our teams are truly remarkable. The way you

collaborate to achieve our shared goals and outcomes is nothing short of inspiring. It has been a joy to witness staff from various programs and organizations unite to achieve outstanding results. Your camaraderie and teamwork continue to position our organizations as beacons of excellence in leadership and support for individuals with intellectual and developmental disabilities and their families.

As we look ahead, our advocacy efforts are once again gaining momentum. Your attention and support will be crucial in raising awareness of the pressing issues affecting our field:

1. **Ensuring the inclusion of Direct Support Professionals (DSPs) in the Standard Occupational Classification (SOC)**
2. **Advocating for a 7.8% increase in our rates as a vital investment in our field**
3. **Requesting the establishment of a wage commission to evaluate compensation for human services positions, including DSPs**
4. **Seeking capital financing to support necessary infrastructure upgrades for providers**

Please keep an eye on your emails and our companies' social media outlets to make your voice heard on these important issues.

Finally, I invite you to join me in congratulating Chris O'Connor, our Chief Operating Officer, on receiving the prestigious Mentor Award from the National Conference of Executives during the Arc's National Convention in Columbus, Ohio, next month. Chris is truly deserving of this recognition, having mentored countless staff members throughout the years, fostering their professional growth and advancement. His unwavering commitment to tailored professional development and mentorship highlights his dedication to their success. Chris has a keen eye for talent and understands the importance of investing time, support, and training in his team members. His enthusiasm for staff excellence is contagious, inspiring mentees to become invaluable contributors dedicated to providing the best support possible. We eagerly anticipate the celebration in Ohio!

Thank you all for your dedication, teamwork, and commitment to high-quality services. We are indeed stronger together!

As always, your comments and feedback are greatly appreciated.

Best regards,

Stanfort

[Previous Pg](#)



[Next Pg](#)

Executive Thank You



Thank you Dankie jufaleminderit grazia merci toda grazie tak takk tack TEŞEKKÜR EDERİM 감사합니다 ありがとう 谢谢 ДЯКУЮ շնորհակալություն
obrigado Hvala vam Salamat mèsi धन्यवाद از نامه شما متشکرم Dziękuję ਤੁਹਾਡਾ ਧੰਨਵਾਦ mulțumesc Спасибо Tapadh leat Хвала вам Asante Câm ơn e dupe

JULY

- Dr. Sarah Gonzalez-Noveiri, Ashley Orgill, Shaun Weathers, Sean Stalling, Bridget Cariello, Jerri Walker, Denise Lamb, and Lisa Larice-Nielsen for planning and hosting our Crown Act Celebrations.
- Mel Tsarouhtsis for his enthusiasm and dedication in the execution of his role as the Greenhouse Manager.
- Lisa Shortell and Wheatley Farms Catering for the planning and hosting of Anne Miller's Retirement Party.
- Anne Miller for thirty years of dedicated service to the agency.
- The Engagement team for efficiently hosting and attractively decorating the Ballroom for the Employee of the Quarter Event.

AUGUST

- Princess Thomas and the team for supporting the transition of a service recipient into a new space.
- Nikki Katz for her years of service and congratulations on her retirement.

SEPTEMBER

- Talent Engagement Department on a fun-filled, well-executed Staff Appreciation Day.
- Pamela Curtiss, Assistant Director of Social Enterprise for her work on successfully securing the NCC.
- Nicky Faranda, Pamela Curtiss, and Percival Aquino for their work on the newly redesigned WF website.
- Happy DSP Recognition Week, to all DSPs. Thank you for your commitment and support to all the individuals we support!
- Thank you to Chris and Barry and the Program Management teams for planning and hosting DSP Recognition events in honor of the commitment and hardworking DSPs that care for all the individuals we support!
- The Community Resources team for highlighting on our social media pages the events related to DSP Recognition Week and our hardworking DSPs.



Welcome New Team Members

Pictures from our weekly New Hire Orientation



The DSP Connection

The everything DSP connection with DSP only programs, advice and special events



NATIONAL ALLIANCE FOR DIRECT SUPPORT PROFESSIONALS

WOULD YOU LIKE TO TAKE YOUR CAREER FURTHER?

The NADSP E-badge Academy offers DSPs the opportunity to earn this nationally recognized credential through the completion of three rigorous levels of certification.

As a participant in this special program, you are eligible for a total of \$2,250 in bonus payments offered in three installments as you progress.

You will complete all coursework online through the E-badge Academy during your regularly scheduled work hours for up to 2 1/2 hours per week.

For More Information Email: nadspbadgeinfo@ahrc.org

DSP-I
\$500

DSP-II
\$750

DSP-III
\$1,000

 **MORE INFO!**

For more information on the NADSP E-badge program please send an email to:

nadspbadgeinfo@ahrc.org



Direct Support Professional Microcredential

Attn: All DSPs Earn

DSP-I & DSP-II Microcredential

Credits Can Be Applied to a Degree

The Office for People With Developmental Disabilities (OPWDD), in partnership with the National Alliance for Direct Support Professionals (NADSP) and the State University of New York (SUNY), are providing a special grant program that provides full funding for tuition, fees, books, course materials, and NADSP credentialing. The curriculum is hands-on and highly interactive.

For more information, contact:
Suprena Joseph
sjoseph@ahrc.org
516-293-2016, ext. 5145

MORE INFO

   

For more information on the DSP Microcredential program please contact:

Suprena Joseph
516-293-2016, ext. 5145

sjoseph@ahrc.org

[Previous Pg](#)



[Next Pg](#)

PRIDE Decorating Contest Winners



AHRC Nassau, Citizens, and BCCS Celebrate PRIDE



Your dedication and creativity shined throughout the month of June! Your efforts in the PRIDE decorating contest have been vibrant and inspiring.

We thank everyone who participated, and we give a huge round of applause to our fabulous winners - **Hicksville Hubsite, and Business Operations!** Keep spreading positivity!



Use the link below to see all of our wonderful submissions!

[Download](#)

[Previous Pg](#)



[Next Pg](#)

Employee of Quarter 2 2024

On July 18th, 2024 we gathered to celebrate the outstanding achievements of our EOQ2 honorees. The event was a testament to the hard work, dedication, and positive impact these individuals have made on our organization. The event was filled with joy, laughter, and a sense of camaraderie. It was a true celebration of our team's achievements and a reminder of the importance of recognizing and rewarding our employees for their hard work.



Employee of Quarter 2 2024

Employee of Quarter 2 2024 Honorees:

BCCS/CBE: Shantelee Thuen
BCCS - Pre-School: Natalina Sagliocca
BCCS - School Age: Nick Lepore & Najoya Steward-Leslie
Administration: Andrew Mott, Michelle Rudloff, & Jeanette Vaspe
Advantage Care: Ana Feias, & Carmen Rodriguez
Citizens: Vicky Hawley, Cynthia Orwald, & Danielle Siebert
CLS: Pamela Ellis & Pamela Boyle
Community Habilitation: Kirby Raggot
Day Habilitation: Gardine Laguerre & James Reeder
Troopers: Jana Lichtenhal, Johan Montanez Mendez, & Jason Trotman
Milen Kaplan: Renee D'Avanzo
Shoreham: Emily Barcelona & Eileen Plumacher



WATCH VIDEO

[Previous Pg](#)



[Next Pg](#)

What's Happening @ Borden Avenue

AHRC Nassau Gives Back to Veterans at Borden Avenue Residence

On Saturday, July 20th, AHRC Nassau partnered with Compass Church and Billy McDowall to honor our local veterans. This heartwarming event took place at the Borden Avenue Veterans Residence in Long Island City.

Community Relations Liaison, Lynne Brewer, spearheaded this initiative by rallying Facebook followers to donate essential toiletries. Thanks to her efforts and the generosity of Howie's Hearts, AHRC Nassau was able to provide an abundance of toiletries to the veterans. The lovely ladies of Livingston Street, led by volunteer Barbara Cipriano, also joined the effort, ensuring all the donated items reached those in need.

The day was filled with gratitude. Every veteran received the toiletries they needed, responding with heartfelt thanks and blessings. In addition to AHRC Nassau's contribution, Compass Church generously provided lunch, clothing, and footwear. Crumbled Cookies also went above and beyond, donating over 600 delicious cookies!

The event was a resounding success, leaving a positive impact on all involved. AHRC Nassau is looking forward to returning to continue supporting our veterans.

Interested in joining the team or donating to this worthy cause? Please reach out to Lynne Brewer at Lbrewer@ahrc.org



MILESTONES

50
YEARS

Working since 1979

Jane P. Erb

What was happening in 1979:

Music: No. 1 Billboard Song: "My Sharona" by The Knack

Movie: No. 1 at the box office, Superman, ticket price \$3.30

TV: Most watched program, 60 Minutes on CBS

Fashion: Slim fitted suits, bell-bottoms, mini skirts, pant suits and platform shoes

Inventions: Personal Computer, Voicemail, Dual Cyclone Vacuum Cleaner, Ring Pops and Hubba Bubba bubblegum, Sony Walkman

News Story: Soviet Union invades Afghanistan, starting the Soviet-Afghan War.

35
YEARS

Working since 1989

Linda Aikens-Mallory & Helen B. Wich

What was happening in 1989:

Music: No. 1 Billboard Song: "Look Away" by Chicago

Movie: No. 1 at the box office, Batman!, ticket price \$3.97

TV: The very first episode of The Simpsons aired

Fashion: Statement patterns, exaggerated sleeves, broad power shoulders

Inventions: The World Wide Web

News Story: Exxon Valdez oil spill, Fall of the Berlin Wall

30
YEARS

Working since 1994

**Cindy M. Becker, Robin J. Favichia,
Scott R. Kuntz, Deserie Legette,
Tina J. Lopez, Anne F. Miller,
Andrew A. Ross, Teresa L. Rowe,
Jim Stock, Sabrina R. Torres-Ciolek**

What was happening in 1994:

Music: No. 1 Billboard Song: "I'll Make Love to You" by Boyz II Men

Movie: No. 1 at the box office, The Lion King ticket price \$4.18

TV: No. 1 Seinfeld

Fashion: Denim, Velvet, Animal Prints, Babydoll Chic, T-shirts under sundresses

Inventions: Reese's Peanut Butter Puffs, Cereal, World's first smartphone, QR code

News Story: Nelson Mandela South Africa's first black president, Skater Nancy Kerrigan attacked, Northridge earthquake rocks LA

MILESTONES

25
YEARS

25 YEARS
ANGIULI, KRISTEN
AUGUSTE, CHELA
BARNES, FAYE
BOYD, SHARON
BROWN, PATRICIA
CANNET, JULIE
COLLINS, MICHELLE
DANVERS, MARGARET
DAWKINS, KAREEN
DOUSO, DEBORAH
FERNANDEZ-SERRANO, PABLO

FETUGA, ABAYOMI
FLEISCHMANN, KAREN
FRAZIER, MARLENE
GENTILE, JANENE
HAUGHTON, MARCIA
HESS, ROSEMARY
HORES, GEORGE
JONES, TARSHA
LOYAL, LAUREN
MOORE, TYSHA
PECORARO, JOANN
PERSAUD, DABICA

POLISSAINT, CARIN
PRICE, SANDRA
RICKMAN, FERN
RYAN, KELLY
SETTLES, SHAKIRA
TENNEYCK, LESLIE
TUMMINELLO, NANCY

20
YEARS

20 YEARS
AHMED, BASHIR
ALLEN, NATHLIE
BARREIRO, RODOLFO
BOUCICAULT, NATHACHA
BRADENSTEN, JEANNEMARIE
BROWN, LUCILLE
BUCKMON, BETTY
BUCKNOR, LATOYA
CASTOR, JEAN CLAUDE
CHENG, ELLEN
CLARKE-LEWEY, JUNE
COLE, BLOSUM
CRESPO, GRICEL
DAMSKER, KRYSTIE
DESKROTTE, GINETTE

DORCE, WISNER
ENGLAND, FRANK
ERISTHENE, JEANINE
FULLER, FAYLYN
GOEREN, KATHLEEN
GRILL, EILEEN
HAMMOND, ROSARIO
HENRY, AUDREY
HODELIN, STEPHANIE
JOHNSON, MARGARET
JONES, MELISSA
KAPLAN, GLENN
KLEWICKI, JAMES
LEVEIN-SMITH, LESSORN
MCDONALD, LINDA

MIDGLEY-MAUROSE, CHARNELL
MONTORO, JUDY
MOORE, ANGELA
MOORE, PATRICIA
MOWATT, ALTHEA
PERETZ, AARON
PORCHER, JULITA
RENNIE-MONROE, DENISE
RIDGE, MORACIA
RODRIGUEZ, TINA
SAKAMOTO, ANETA
SANTOS, CATHERINE
SOUTH, DEBBIE
TOULME, AUGUSTE
UNRIG, JACK
WILLIAMS, TERRIE

15
YEARS

15 YEARS
AKINOLA, BABATUNDE
ALICEA, CHERYL
BAILEY, JAMES
BENNETT-RUIZ, DIONNE
BROWN, SASHAUNE
CHUNG, DEVON
COOPER, JOYCE
DESROSIER, TIFFANY
EDWARDS, SAPPHIRE
EUSTACHE, HENS
FAIRWEATHER, SHARON
FERGUSON, JOSEPH
GASPARD, NIKEICHA
GE, YIFAN
GOLDMAN, PAUL

HARVEY, ANGELA
HINES, TISHA
HUNTER Sr., TIMOTHY
JACKSON, WINFIELD
JACOB, VIJAY
JOSEPH, SHERLLA
LACAMERA, TARA A.
LAZARRE, GUIRLENE
MCNAMARA, MARY
MANGO, LISA
MAXWELL, DECEMBER
MORRIS, ANNETTE
NEWBY, ROBERT
NOLAN, LINDA
PEDRONI, LISA
RICHARDS WILLIAMS, VIVIENNE

RICHARDS, MARLEEN
ROBERTS, ELIZABETH
ROBINSON, WILTON
ROSE, DAPHNE
SIKORSKI, TIFFANY
SIMCLAIR, JOHN
TAIT, MELINDA
THOMPSON, WINSTON
THORNTON, TANIQUA
VASQUEZ, EDGAR
WALLACE, LENORE
WILLIAMS, CAROLYN
WILLIAMS, CHRISTINA
WILSON-OTTEY, ANETTE
WRIGHT, DIONNE

10
YEARS

10 YEARS
BETHUNE, KOWAN
BROWN, CARMEN
BRUNY, INDJI
BYRD, SHATERKA
CAMIZZI, ANTHONY
CANNON, JAMIE
CIPRIANO, BARBARA
DAVID, CHRISTOPHER
DESIL-LAM, KERLINE
DIXON, LOIE
FYFFE, SHANIKA
GERDTS, GLENN
HODGE, JUON

KINSEY, ANTHONY
KOREFF, ELLEN
LAURENT, VENIKA
MALDONADO, JANET
MANEY, CAROLYN
MARINEZ, ZORANNI
MCDONALD, DAWNA
MELFORD, JANIE
MILLER, SONIA
MORGAN, IAN
NORRIS, STEVEN
PARIS, ALEX
RAMSEY, DEANNA

ROBINSON, DANIELLE
RUDOFF, MICHELLE
SAMUEL, TAMARA
SAWYER, SADIE
SERVILIUS, SOFIA
SEVERE, MODINIQUE
SIMMONS, CAROL
SINGH, BAVANPREET
SNELL, AKKEEM
TONICO, SANDRA
ULYSSE, CINTHIA
ZSUNKAN, SAMANTHA

5
YEARS

5 YEARS
ADAM, VENLY
ADAMS, YOUSEF
AGAGA, BOLAJI
AQUINO, PERCIVAL
BAKER, MARY
BIRD, CHARISMA
BOKUN, JUSTINE
BOURNE, JAMIK
BRIGGS, SHANESE
BRUNY, MODUPE
CARIELLO, BRIDGET
CASALE, BERNADETTE
CASSEUS, STEPHANIE
CASTIELLO, TANYA
CESAR, JEAN
CHARLES, LADANA
COSTIGAN, KEALY
CRUSE, LEAH
DANIELS, OCTAVIA
DESMANGLES, PASCALE
DOS SANTOS, RAQUEL
EASTER, JACKIE

ELLIOTT, DAISHAUN
ERVES, MARTA
FLASH, ZORIA
FOOTMAN, DOMINIQUE
FRANCIS, SANDRINA
GARCIA, FLOR
HARPER, JANICE
HEALY, JANET
IMBERT, FRANTZCESKA
JEANTY Jr, WILDER
KEEGAN, MICHAEL
LENNON-KNIGHT, NANETTE
MACK, ERROL-ANN
MEGAFU, FRANCIS
MILANO, SARAH
MONTAGUE, SHAWN
MONTANEZ MENDEZ, JOHAN
MOORE, TIESHA
MORELOS-GARCIA, MAYRA
MORRIS, JUNE
MORROCU, DEBORAH
MURPHY, JAZMIN
NOEL, SEBASTIEN

PARKER JR., KENNETH
PELOSI, MARIA
RAMACCA, CARRIE
RATLEY, APRILYN
REID, MARY
RICHARDSON, EDWARD
ROBLEDO, JESSE
ROSS HOLIFIELD, MPH
ROUGE, WILLIAM
SMITH, JOSEPH
SYLVESTRE, KIMBERLY
TALTON, MICHELLE
THOMAS, ROMAINE
TSAROUHTSIS, MELETIOS
VANterPOOL, DONALD
VASQUEZ, MARDEN
WAGER, MICHAEL
WALKER, JELISSA
WAUCHOPE-GRAHAM, NICOLA
WLODARCZYK, AGATA



Health & Wellness

IF YOU ARE FEELING ANY OF THESE SYMPTOMS PLEASE STAY HOME AND CALL THE COVID HOTLINE.

SYMPTOMS OF COVID-19

COVID-19 HOTLINE:
516-686-4486



- COVID, TIGHTNESS OF BREATH OR DIFFICULTY BREATHING
- MYSTERY FEVER OR CHILLS
- MUSCLE AND JOINT PAIN
- LOSS OF TASTE OR SMELL
- SYMPTOMS OF ALLERGIES

COVID-19

Discover the harmony between body and mind

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LIFE HAPPENS. WE UNDERSTAND. YOU ARE NOT ALONE.

Even when we have our day planned out, life can sometimes take us by surprise. No matter what, it's always good to know you have support to help you move forward.

National EAP provides online access to a wide range of resources regarding the work and life topics of interest to you and your family. Just log on with your company's username and password (**Username: AHRC, Password: AHRC**), and navigate through articles, links, interactive content, self searches, self assessments, and more.

Please click the link below or call 1-800-624-2593
www.nationaleap.com

[Click Here](#)



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eM Life offers interactive, live and on-demand mindfulness programs led by expert mindfulness teachers for everyday life. It helps you create connections with yourself and others while building skills to manage stress and anxiety, improve focus and enhance your overall well-being.

Click the link below to enroll and take your first step into your wonderful journey of mindfulness.

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For any questions regarding any Health & Wellness programs please contact:

Denise Lamb
Employee Health Manager
516-293-2016, ext. 5642
dlamb@ahrc.org

[Previous Pg](#)



[Next Pg](#)

Learning & Professional Development

Training Schedules, Relias Trainings & Tuition Reimbursement



For any questions regarding training or Relias please contact Suprena Joseph:

Email: sparchment@AHRC.org

Tel: 516-293-2016, ext. 5145

For more information on Tuition Reimbursements please email: tuition@ahrc.org

TUITION REIMBURSEMENT
AHRC
NEBRASKA

Higher Education Isn't Out of Reach
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with Tuition Reimbursement

Fall 2024 Deadline: 7/31/24
Spring Deadline: 11/30/24

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For more information please email us at: TUITION@AHRC.ORG

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- ★ **IT Coordinator - Plainview**
- ★ **Quality Assurance Coordinator - Plainview**
- ★ **Residential RN - CLS - Plainview**
- ★ **House Manager - CLS - Stewart Ave, Westbury**
- ★ **Food Service Worker - Freeport - VOC**
- ★ **DSP 1:1 - Day Hab - EMHT**
- ★ **DSP 1:1 - Day Hab - Westbury Hubsite**
- ★ **DSP 1:1 - Day Hab - Freeport Seniors**



- ★ **Board Certified Behavioral Analyst**
- ★ **Physical Therapy Assistant - Pre-K - Woodbury**
- ★ **DSP - BCCS - Lido Beach**
- ★ **Saturday Counselor - BCCS - Brookville**



- ★ **Psychiatrist - Part-Time - Brookville/Freeport**
- ★ **Psychiatrist - Full-Time - Brookville/Freeport**



- ★ **Director of Behavioral Health - Plainview**
- ★ **Assistant House Manager - Medford**
- ★ **Residential RN - IRA - Plainview**
- ★ **DSP - Shoreham ICF**
- ★ **LPN - Shoreham ICF**
- ★ **DSP ONA - Shoreham ICF**
- ★ **RN - Shoreham ICF**

For any questions about openings please reach out to our Talent Acquisition Team at:

Recruiting@ahrc.org

[Previous Pg](#)



[Next Pg](#)

Retirement & Compensation

It's never too early to plan for the future.

Find out about the many financial opportunities available to you.



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**LONG-TERM
CARE**

**CONTACT:
ROBERT WETTER
FINANCIAL ADVISOR
631-358-6607
ROBERT.WETTER@COREBRIDGEFINANCIAL.COM
www.arcny.corebridgefinancial.com**

Book an in-person appointment with Robert Wetter at one of his on-site days:

1st Tues. of every month: 12 –2 pm
Plainview Conf. Rm B

2nd Tues. of every month: 12 –2 pm
Brookville, Rm 109

3rd Tues. of every month: 12 –2 pm
Freeport, Small Conf. Rm

*Scan or click QR code below
to make an appointment*



If you have questions regarding:

Sign on Bonus, Referral Bonus, and Retirement Plans (*financial only*), 401k, 401b

Contact:

Manpreet Rattu
Compensation Analyst &
Retirement Plans Manager
516-293-2016, Ext. 5139
Email: mrattu@ahrc.org



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THE WAY YOU WANT**

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[Previous Pg](#)



[Next Pg](#)

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[Previous Pg](#)



[Next Pg](#)

Upcoming Events & Celebrations

OCTOBER CELEBRATION MONTHS

BREAST CANCER AWARENESS, BULLY PREVENTION, DOMESTIC VIOLENCE AWARENESS



- | | |
|-------------|--------------------------------------|
| OCTOBER 1 | INT'L COFFEE DAY |
| OCTOBER 2 | INT'L DAY OF NONVIOLENCE |
| OCTOBER 2-4 | ROSH HASHANAH |
| OCTOBER 4 | WORLD ANIMAL DAY |
| OCTOBER 5 | WORLD TEACHER'S DAY |
| OCTOBER 10 | WORLD MENTAL HEALTH DAY |
| | NAT'L INDIGENOUS PEOPLE'S DAY |
| OCTOBER 11 | YOM KIPPUR BEGINS (SUNDOWN) |
| OCTOBER 14 | COLUMBUS DAY |
| OCTOBER 15 | NAVARATRI BEGINS (HINDU) |
| OCTOBER 16 | NAT'L BOSSES' DAY |
| OCTOBER 22 | INT'L STUTTERING AWARENESS DAY |
| OCTOBER 31 | HALLOWEEN |
| | DEEPAVALI (HINDU FESTIVAL OF LIGHTS) |

NOVEMBER CELEBRATION MONTHS

NAT'L GRATITUDE, NAT'L CAREER DEVELOPMENT, DIABETES AWARENESS, MILITARY FAMILY APPRECIATION



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| NOVEMBER 1 | ALL SAINTS DAY |
| | DIA DE LOS MUERTOS (MEXICAN—DAY OF THE DEAD) |
| NOVEMBER 6 | NAT'L STRESS AWARENESS DAY |
| NOVEMBER 9 | WORLD FREEDOM DAY |
| | WORLD ADOPTION DAY |
| NOVEMBER 11 | VETERANS DAY |
| NOVEMBER 13 | WORLD KINDNESS DAY |
| NOVEMBER 16 | INT'L DAY FOR TOLERANCE |
| NOVEMBER 20 | UNIVERSAL CHILDREN'S DAY (HUMAN RIGHTS, UN) |
| NOVEMBER 28 | THANKSGIVING |
| | INDIGENOUS PEOPLE DAY |

DECEMBER CELEBRATION MONTHS

HIV/AIDS AWARENESS, UNIVERSAL HUMAN RIGHTS, NAT'L MONTH OF GIVING



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| DECEMBER 1 | WORLD AIDS DAY |
| | FIRST SUNDAY OF ADVENT |
| DECEMBER 2 | INT'L DAY FOR THE ABOLITION OF SLAVERY |
| DECEMBER 3 | INT'L DAY FOR PEOPLE WITH DISABILITIES |
| DECEMBER 5 | INT'L VOLUNTEER DAY |
| DECEMBER 7 | NAT'L PEARL HARBOR REMEMBRANCE DAY |
| DECEMBER 8 | BODHI DAY (BUDDHIST) |
| DECEMBER 9 | GENOCIDE PREVENTION DAY |
| DECEMBER 10 | INT'L HUMAN RIGHTS DAY |
| DECEMBER 21 | WINTER SOLSTICE (1ST DAY OF WINTER) |
| DECEMBER 24 | CHRISTMAS EVE |
| DECEMBER 25 | CHRISTMAS DAY |
| DECEMBER 26 | FIRST DAY OF HANUKKAH |
| | FIRST DAY OF KWANZAA |
| DECEMBER 31 | NEW YEAR'S EVE |

