



A Communication from Human Resources

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Dear Team,

As we close out the year, I want to take a moment to reflect on our journey and express my heartfelt gratitude to each and every one of you. This year has been challenging, particularly with being short-staffed, but your dedication and resilience have been truly inspiring.

Despite the hurdles, we have continued to provide exceptional care to our community, embodying the mission of our Federally Qualified Health Center (FQHC).

Your hard work and commitment have not gone unnoticed, and I am incredibly proud of what we have achieved together.

As we look forward to the new year, I am optimistic about the opportunities ahead. We will continue to grow, support one another, and strive for excellence in all that we do.

Thank you for your unwavering dedication and for being the heart of our organization. I wish you and your loved ones a joyous holiday season filled with peace, happiness, and good health.

Mary Ellen Diver
CEO



Mary Ellen Diver
Mary Ellen Diver

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IMPORTANT RETIREMENT PLAN CHANGE IMPACTING ALL EMPLOYEES



MEMORANDUM

To: All Employees

From: Jason Persan, Human Resources Director for Employee Services

Date: December 27, 2024

Re: **REMINDER** - RETIREMENT PLAN CHANGES ARE COMING!

Please be reminded that if you are not currently deferring at least 3% of your pay to your retirement plan, then changes to our Plan will impact you beginning **January 1, 2025**.

You are affected by this change if you are deferring less than 3% of your pay, even if you already have elected to defer a flat dollar amount that equates to less than 3% of your current pay.

There is nothing you need to do to benefit from these changes which are intended to help employees save for retirement and include – *Auto-enrollment* and *Auto-increases* of deferrals. It is important to remember that 100% of the money you defer from your pay to your retirement account is yours from the day you defer it – There is no vesting period for money that you defer.

WHAT EXACTLY IS CHANGING?

- If you are *not* currently enrolled in our 403(b) Retirement Plan, you will be **automatically enrolled in the Plan** and will defer 3% of your pay to the Plan each pay period unless you opt-out before 11:59 pm on Wednesday, January 1, 2025.
- If you are currently enrolled in our 403(b) Retirement Plan and *deferring less than 3%* of your pay to the Plan, then your deferral amount will be **automatically increased to 3%** of your pay each pay period unless you opt-out before 11:59 pm on Wednesday, January 1, 2025.
- On January 1st, 2026, all employees who have been automatically enrolled at 3% will have their deferral amount automatically increased by 1% to a deferral rate of 4%. This will continue to occur every January 1st thereafter until your deferral amount is 6%. No automatic increases will occur after your deferral amount reaches 6%, though employees may choose to increase their deferral rate beyond 6% and may opt out of automatic increases at any time.

WHAT IF I ALREADY ELECTED TO HAVE A FLAT AMOUNT DEFERRED INSTEAD OF A PERCENTAGE?

- If you previously elected to have a flat dollar amount deferred that is **equal to or greater than 3%** of your pay, then your deferral amount will not change.
- If you previously elected to have a flat dollar amount deferred that is **less than 3%** of your pay, then your deferral amount will be **automatically increased to 3%** of your pay each pay period unless you opt-out before 11:59 pm on Wednesday, January 1, 2025.

[More Info](#) >>

[Overview Video](#) >>

[How to Opt-Out](#) >>

[Empower Log in](#) >>

[Email Questions](#) >>

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Advantage Care Holiday Party 2024

The Advantage Care team had a blast at their 2024 holiday party at the mansion! From the festive decorations and delicious food to the amazing company, it was a day to remember. Everyone enjoyed the company of their colleagues and celebrated the year's successes. A special thank you to the party planning committee for organizing such a wonderful event.



MILESTONES

15
YEARS

MOISE, RACHELE D.

PEREZ, LISETTE

SLOVENSKY, MAUREEN A.

10
YEARS

WAJSBLAT-CUNNINGHAM, LISA L

5
YEARS

DAVIS, CAROLYN

DELONE-PETION, SABINE

DIANA, JASON

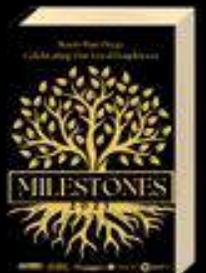
MULQUEEN, MARY

PAREDES, SARA

PORTUONDO-SMITH, ALICIA T.

SANGHABADI, MAHTAJ Z.

View full list of
Milestones: Click
Journal Below



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Autism Walk

Oyster Bay Walk for Autism: Fun for All and a Great Success!

The Town of Oyster Bay's 16th Annual Autism Awareness Event at Bethpage Community Park on September 28th was a resounding success, with staff and children thoroughly enjoying all the activities! The event, benefiting Advantage Care Health Center's Fay J. Lindner Center, was a day filled with fun and community spirit. From the walk itself to skating, crafts, face painting, dancing to the DJ's tunes, and enjoying refreshments, there was something for everyone. The presence of anti-bullying information added an important element to the day. It was clear that everyone had a wonderful time while supporting a vital cause.



Freeport Recreation Center

Freeport Rec Center at Hempstead Works job fair on September 19, 2024



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



 COUGH, SHORTNESS OF BREATH OR DIFFICULTY BREATHING	 FEVER OR CHILLS
 MUSCLE OR BODY ACES	 VOMITING OR DIARRHEA
 NEW LOSS OF TASTE OR SMELL	




Discover the harmony between body and mind

Every Sunday 10:00 AM



SUNDAY YOGA CLASS

ON ZOOM




IncentFit

Earn rewards for healthy choices, wherever you are.

Earn reward for:

-  Attending Fitness Facilities
-  Walking
-  Complete Wellness Challengesand more!

Earn up to \$175 per year for completing healthy activities.




You'll also be able to participate in fitness challenges with other employees. Please download the IncentFit app and log in using your email address. The password is your unique employee ID number.



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](#)




Big Things Start with Small Beginnings

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.

[Click Here to Enroll](#)

For any questions regarding Health & Wellness programs please contact:

Denise Lamb

Employee Health Manager

516-293-2016, ext. 5642

dlamb@ahrc.org

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**WE ARE
HIRING**



INTERNAL JOB OPENINGS

A FRESH START & A NEW PERSPECTIVE AT A NEW JOB DOESN'T ALWAYS MEAN LEAVING. CHECK OUT OUR EXCITING 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.

	
Positions	Location(s)
<u>Assistant Director CLS</u>	Plainview
<u>Assistant Manager CLS</u>	Multiple locations
<u>Assistant Site Manager—Day Hab</u>	Oceanside &
<u>Behavior Intervention Specialist CLS</u>	Freeport
<u>Custodian</u>	Freeport
<u>Director—Facilities Projects &</u>	Plainview
<u>DSP 1:1 for Complex Behaviors</u>	Freeport
<u>Grounds Maintenance Worker</u>	Brookville
<u>Program Coordinator</u>	Freeport
<u>Registered Nurse—Day Hab</u>	Plainview
<u>Site Manager / Behavior Intervention Specialist</u>	Freeport
<u>Team Leader Commercial Services</u>	Freeport
<u>Team Leader Landscaping</u>	Freeport
<u>Vocational Coach per diem</u>	Freeport

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

Recruiting@ahrc.org

	
Positions	Location(s)
<u>Sr. HR Generalist</u>	Brookville
<u>Patient Rep</u>	Brookville & Freeport
<u>Psychiatrist (P/T)</u>	Brookville & Freeport

	
Positions	Location(s)
<u>Assistant Manager-CRP</u>	Lido Beach
<u>Behavior Support Staff</u>	Brookville
<u>Physical Therapist (per diem)</u>	Brookville
<u>Registered Behavior Technician</u>	All Locations
<u>Special Education Teacher</u>	All Locations
<u>Teachers Aide</u>	All Locations
<u>Transition Specialist</u>	Brookville

	
Positions	Location(s)
<u>Assistant Director—Residential</u>	Plainview
<u>DSP</u>	Syosset
<u>DSP ONA—Non-Diver</u>	Plainview
<u>House Manager</u>	Medford

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Learning & Professional Development

Tuition Reimbursement & Relias Trainings



The graphic features a background image of two people climbing a steep hill, with a yellow graduation cap floating above them. The text 'TUITION REIMBURSEMENT' is written in large, bold, yellow and red letters. Below this is the AdvantageCare Health Centers logo, which includes a red heart icon. The main text reads: 'Higher Education Isn't Out of Reach We are Here to Give You a Helping Hand To Achieve Your Goals with Tuition Reimbursement'. At the bottom, there are three orange buttons labeled 'POLICY', 'APPLICATION', and 'QUESTIONS?'. A footer line says 'For more information please email us at: TUITION@AHRC.ORG'.

TUITION REIMBURSEMENT

AdvantageCare
HEALTH CENTERS

**Higher Education Isn't Out of Reach
We are Here to Give You a Helping Hand
To Achieve Your Goals
with Tuition Reimbursement**

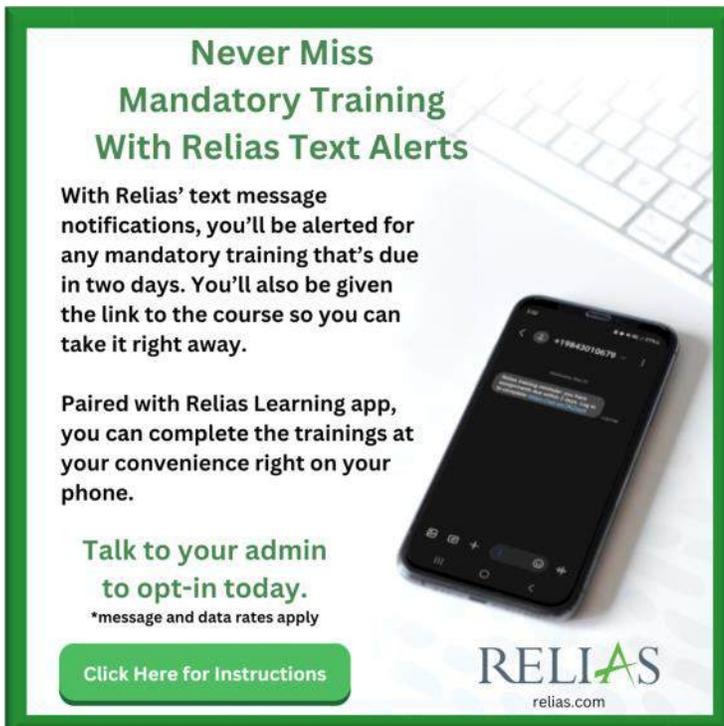
Click Below for More Information

POLICY > **APPLICATION** **QUESTIONS? >**

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

For more information on Tuition Reimbursements please email:

tuition@ahrc.org



The graphic has a green border and a background of a white keyboard. It features a smartphone displaying a text message. The text reads: 'Never Miss Mandatory Training With Relias Text Alerts'. Below this, it explains that with Relias' text message notifications, users will be alerted for any mandatory training due in two days and given a link to the course. It also mentions that paired with the Relias Learning app, trainings can be completed on the phone. A call to action says 'Talk to your admin to opt-in today.' with a note that '*message and data rates apply'. At the bottom, there is a green button 'Click Here for Instructions' and the Relias logo with the website 'relias.com'.

**Never Miss
Mandatory Training
With Relias Text Alerts**

With Relias' text message notifications, you'll be alerted for any mandatory training that's due in two days. You'll also be given the link to the course so you can take it right away.

Paired with Relias Learning app, you can complete the trainings at your convenience right on your phone.

**Talk to your admin
to opt-in today.**
*message and data rates apply

[Click Here for Instructions](#)

RELIAS
relias.com

For any questions regarding Relias please contact:

Michael Cannet
Email: mcannet@AHRC.org

Tel: 516-293-2016, ext. 5145

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Retirement & Compensation

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

Find out about the many financial opportunities available to you.



Make an impact on your savings

Here are some simple things you can do to help you start saving for your future again

It's important to have control over creating the future you imagine. And saving for retirement is one way to improve your financial wellness. Even when times are tough, there are things you can do that can make a big difference in your ability to keep saving.

- Inquire about lower interest rates on credit cards.
- Reevaluate your subscriptions (e.g., streaming services).
- Reduce your insurance premiums (e.g., car and home).
- Trim your entertainment expenses.
- Find ways to lower utility bills.
- Prepare and eat meals at home.

The Empower Dashboard™ can help you stay financially fit so you can save more

- Track your spending habits.
- Create a budget.
- Link accounts to see your full financial picture.
- Easily manage your finances.

FOR ILLUSTRATIVE PURPOSES ONLY.



Log in and use the online resources to see the impact small changes can have on your savings
www.empowermyretirement.com

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YOUR PLAN IS ACCESSIBLE WHEN YOU'RE ON THE GO ON OUR MOBILE APP

[CLICK HERE](#)



CALL: 888-737-4450 TO TALK TO A CONSULTANT



HOW TO VIEW ALL OF YOUR FINANCES IN ONE SECURE PLACE

[CLICK HERE](#)

If you have questions regarding:

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

Contact: Jason Persan Human Resources Director for Employee Services

516-293-2016, Ext. 5363

Email: jpersan@ahrc.org

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Dining & Shopping

Shop Small

Shop Local

BIG TREE GREENHOUSE & GIFTS

PURCHASE WITH A PURPOSE

SHOP NOW

bigtreegreenhouseandgifts.square.site

ONE STOP Gift Shop

BUILDING A STRONGER COMMUNITY THROUGH GIVING

Building a Stronger Community Through Giving

CODE: AHRC

15% OFF

SHOP NOW

Wheatley Farms Catering & Greenhouse

ORDER NOW

Breakfast Lunch Dinner
Flowers Hanging Baskets Gifts

ORDER NOW

<https://order.ehungry.com/Wheatley-Farms-Catering>

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.

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Upcoming Events & Celebrations

 Holiday/Festival

 Awareness

 Other

JANUARY CELEBRATION MONTHS

CERVICAL HEALTH AWARENESS, NAT'L GLAUCOMA AWARENESS, NAT'L BIRTH DEFECT AWARENESS/PREVENTION, NAT'L BLOOD DONOR

01 JAN 2025						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

- JAN 1** NEW YEAR'S DAY
- JAN 4** WORLD BRAILLE DAY
- JAN 6** FEAST OF THE EPIPHANY, **NAT'L TRIVIA DAY**
- JAN 11** **NAT'L THANK YOU DAY**, HUMAN TRAFFICKING AWARENESS DAY
- JAN 13** LOHRI (SIKH)
- JAN 14** MAKAR SANKRANTI (HINDU & BUDDHIST)
MAHAYANA NEW YEAR (BUDDHIST)
- JAN 15** **NAT'L HAT DAY**
- JAN 19** WORLD RELIGION DAY
- JAN 20** MARTIN LUTHER KING JR. DAY
- JAN 21** **THANK YOUR MENTOR DAY**
- JAN 24** **NAT'L COMPLIMENT DAY**
- JAN 27** INT'L HOLOCAUST REMEMBRANCE DAY
- JAN 29** CHINESE NEW YEAR
- JAN 31** **NAT'L FUN AT WORK DAY**

FEBRUARY CELEBRATION MONTHS

BLACK HISTORY, AMERICAN HEART, BLACK HIV/AIDS AWAREMENSS, LOW VISION AWARENESS, TEEN DATING VIOLENCE AWARENESS

02 FEB 2025						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

- FEB 4** WORLD CANCER DAY, ROSA PARKS DAY
- FEB 7** **WEAR RED DAY (AMERICAN HEART MONTH)**
- FEB 9** **SUPER BOWL SUNDAY, NAT'L PIZZA DAY**
- FEB 10** INT'L EPILEPSY DAY
- FEB 11** DAY OF WOMEN & GIRLS IN SCIENCE
- FEB 14** VALENTINE'S DAY
- FEB 17** **PRESIDENT'S DAY, RANDOM ACT OF KINDNESS DAY**
- FEB 20** **LOVE YOUR PET DAY, WORLD DAY OF SOCIAL JUSTICE**
- FEB 21** RAMADAN BEGINS (MUSLIM)

MARCH CELEBRATION MONTHS

HEALTH AWARENESS, DISABILITY AWARENESS, GENDER EQUALITY,

03 MAR 2025						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

- MAR 1** INT'L WHEELCHAIR DAY
- MAR 4** MARDI GRAS
- MAR 8** INT'L WOMEN'S DAY
- MAR 7** **EMPLOYEE APPRECIATION DAY**
- MAR 14** HOLI (HINDU)
- MAR 17** ST. PATRICK'S DAY
- MAR 20** **INT'L DAY OF HAPPINESS**
- MAR 20** INT'L DAY OF ELIMINATION OF RACIAL DISCRIMINATION
- MAR 22** WORLD WATER DAY
- MAR 23** NAT'L PUPPY DAY
- MAR 24** **INT'L DAY OF ACHIEVERS**
- MAR 31** INT'L TRANSGENDER VISIBILITY DAY

