



Brookville Center
for Children's Services



A Communication from Human Resources

[Message from the CEO](#)

[The DSP Connection](#)

[Milestones 25 years to 35 years](#)

[Learning & Professional Development](#)

[Dining & Shopping](#)

[Executive Thank You](#)

[Pride Decorating Contest Winners](#)

[Milestones 5 years to 20 years](#)

[Career Ladder with TAT](#)

[Upcoming Events & Celebration Calendar](#)

[Welcome New Team Members](#)

[Employee of Quarter 2 Honorees](#)

[Health & Wellness](#)

[Retirement & Compensation](#)



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 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 Cám on 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 company. 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 Stewart-Leslie

Administration: Andrew Mott, Michelle Rudloff, & Jeanette Vaspe

Advantage Care: Ana Frias, & Carmen Rodriguez

Citizens: Vicky Hawley, Cynthia Orwald, & Danielle Siebert

CLS: Pamela Ellis & Pamela Boyle

Community Habilitation: Kirby Raggot

Dry Habilitation: Gardine Laguerre & James Reeder

Froggert: Jana Lichtenhal, Johan Montanez Mendez, & Jason Trotman

Irish Kaplan: Renee D'Avanzo

Shoreham: Emily Barcelona & Eileen Plummer



[Previous Pg](#)



[Next Pg](#)

MILESTONES

35
YEARS

Working since 1989

LISA BRANDES, GINA CAPOBIANCO

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

LORRAINE O'KEEFE

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

25
YEARS

Working since 1999

JAMES GABRIEL, SUSAN GRAYFORD, DOROTA KACZMARZYK, BERNADETTE MARINO, PATRICIA MOTYLINSKI, ALISA ROSENFELD

What was happening in 1999:

Music: No. 1 Billboard Song: "Believe" by Cher
Movie: No. 1 at the box office, *Star Wars: Episode I—The Phantom Menace*, ticket price \$5.08
TV: No. 1 *Who Wants to Be a Millionaire*
Fashion: Football shirts, baggy-fit sweatpants, bucket hats, denim-on-denim
Inventions: Optical computer mouse, First USB, Crispy M&M's, Jolly Rancher Lollipops
News Story: Clinton impeachment trial, Nigeria's first civilian president elected Olusegun Obasanjo



MILESTONES

20 YEARS

AMIRUDDIN, ALEXANDER
FORBES, MARCIA

20
YEARS

15 YEARS

BAKARE, OLUWATOYIN
BRADSHAW, CASANDRA
FERGUSON, HEATHER
FINZ, ABBE
GIDSEG, STEVEN
KNIGHT, ERIN
LIPSCHUTZ, ROBYN
MARTIN, RICHARD
MCKENZIE, DEBRA
RUSSO, APRIL
SCHMIDT, KELLY

15
YEARS

10 YEARS

ARCHIBAL-KENNEDY, PATRICIA
BONGIORNA, ANNEMARIE
DEVITA, PAULA
FAZEL, NAVID
HUNT, ALEXANDER
JANKOWITZ, SUSAN
JOHNSON, STEVEN
KAUR, SUKHWINDER
MENDOZA D'ABREAU, ROSANNA
PERAFAN, KATHRYN
REMY, NORA
SALINA, ERICA
SANCHEZ, ROSE
SGROI, KRISTIN
SNAPE, TYANN
VICTOR, AIMEE
ZEGARRA, MARIA

10
YEARS

5 YEARS

ARMFIELD, LAVONDA
BORIEL, TRACEY
D'ANNUNZIO, JANINE
FALLER, KAREN
FARAHAN, JASMINE
FARRELL, JAMIE
FERNANDES, MARIA
FORSYTH-NORATA, EMILY
FOSTER, ADRIENNE
JACKSON, JENNIFER
JONES, JANE
KELLY, ASHELY

KINKEL, AMANDA
LEACH, JINEEN
LECOIN, STEPHANIE
LEVIN, KIMBERLEE
MASTROMANO, ASHLEE
MCCORMICK, AMANDA
MCGRATH, MEGHAN
MORGAN-CLARKE, JILLIAN
MOYETT, DANIELLE
NORTHINGTON, ANISA
OGUAGHA, CHINENYE
PIZZILLO, FRANCINE

REYES, JACKELYN
ROYAL, JORDAN
SKEETE, CANDACE
STALLINGS, SEAN
TURNAGE, TATIANA
VARGAS, ALLISON
WHARTON, EBONY
WHYTE, DEBORAH
WONG, SHANNON
ZEVALLOS, ELAINE

5
YEARS



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, TIGHTNESS OF BREATH OR DIFFICULTY BREATHING
- POVER OR CHILLS
- MUSCLE AND BODY ACHES
- VOMITING OR DIARRHEA
- NEW LOSS OF TASTE OR SMELL

COVID-19



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 Challenges

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.



NATIONAL EAP

People • Partners • Productivity

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 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

Brookville Center
for Children's Services

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

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

[UNENROLL](#) [RENEWAL](#) [APPLICATION](#) [QUESTIONS](#)

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

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

[Previous Pg](#)



[Next Pg](#)



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.



- ★ **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.



Make an impact on your savings **EMPOWER**
What's Next

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.

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

Securities, where presented, are a limited online distribution by Empower Financial Services, Inc., Member FINRA/SIPC. EFS is an affiliate of Empower Retirement, LLC, Empower Funds, Inc., and registered investment adviser Empower Advisory Group LLC. This material is for informational purposes only and is not intended to provide investment, legal or tax recommendations or advice. "EMPOWER" and all associated logos and product names are trademarks of Empower Annuity Insurance Company of America. ©2020 Empower Annuity Insurance Company of America. All rights reserved. 624-83466-12700/345232554736-900266080-8822



YOUR PLAN IS ACCESSIBLE WHEN YOU'RE ON THE GO ON OUR MOBILE APP **EMPOWER**
What's Next

CLICK HERE



CALL: **888-737-4450**
TO TALK TO A CONSULTANT **EMPOWER**
What's Next



HOW TO VIEW ALL OF YOUR FINANCES IN ONE SECURE PLACE **EMPOWER**
What's Next

CLICK HERE

If you have questions regarding:

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

Contact: Manpreet Rattu, Compensation Analyst & Retirement Plans Manager

516-293-2016, Ext. 5139

Email: mrattu@ahrc.org

[Previous Pg](#)



[Next Pg](#)

Dinning & 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.

[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

| | |
|-------------|--|
| 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

| | |
|-------------|--|
| 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 |

