

We are Committed To Staff and Staffing

We dedicate this issue of *HR Updates* to recruitment, this summer's employee recognition programs, interns, apprenticeships and everything related to our commitment to staffing at Lexington. As you know, our residential program is currently faced with significant staffing challenges and we are doing our best to alleviate these shortages in a number of ways.

The Attraction and Engagement Committee has been hard at work creating summer recognition programs that encourage staff to assist with attracting people to work here, while at the same time recognizing you for your extraordinary efforts during this time. In addition, the committee has given us permission to significantly increase our advertising efforts in the past few months. We have been advertising on Facebook, on Indeed, on LinkedIn, in newspapers, on billboards, at colleges, on signage placed throughout Fulton and Schoharie counties, as well as on our own Lexington website.

We have been recruiting at virtual and in-person job fairs while also sending flyers and calling the local high schools and colleges all across the three counties we serve to spread the word. Our Lexington buses will all be fitted with a new "wrap" to help advertise that we are hiring. We are thankful to Fair Street in Schoharie who created a float for the local Memorial Day parade and passed out recruitment flyers and other fun goodies in an effort to let people know about opportunities at Lexington.

Our recruitment team, **Heidi Smith**, **Emily Weitz** and **Doug Blanc**, will be hosting a Recruitment Road Show on June 15. They will be conducting "on-the-spot" interviews with immediate hiring of qualified applicants in all three counties!



Double Referral Bonus

JUNE 1 - AUGUST 30
2021

In our last edition of *HR Updates*, we shared specifics of our **Double Referral Bonus** campaign running through the end of August. Refer a friend or family member to work for us and you can earn up to **\$1,000**. It's a simple way to earn extra cash and it sure helps with our staffing shortages!!

Starting on June 1, we will be doubling the employee referral bonus for the next 90 days! **Earn \$1,000 per referral— \$300 after 30 days, \$400 after 90 days and \$300 after 180 days!**

Our campaign hashtag is **#ChooseLexLife**



Our new residential ambassadors are working hard to "get the word out" about this wonderful opportunity. All employees will also be getting postcards asking for your help in providing the names and contact information for anyone you think might consider a career at Lexington.

We are working with a local firm, under the direction of our HR team, who will connect with all the referrals from our employees to see if they are interested in learning more about Lexington's career opportunities.

You are eligible for up to \$1,000 per hired referral! No extra work on your part other than to provide names/contact info and have the referral put your name on their application. HR will handle it from there!