

IMPORTANT EMPLOYEE INFORMATION AND RESOURCES

Help for Employees with Student Loan Debt

Lexington is offering a new voluntary benefit that may help employees restructure or possibly forgive their student loan debt. Voluntary benefits are optional, employee-paid benefits. This deadline for this benefit is **October 31, 2022**.

As a result of the COVID pandemic and its significant impact nationwide, the Federal Government passed the Cares Act in 2020. As part of that legislation, it suspended payments due on most Federal Student Loans. Student loan payments will begin again, although the start date is uncertain at this time. When student loan payments start again, you may be wondering what your best options are with your current student loans.

On Oct. 6, 2021, the U.S. Department of Education (ED) announced a change to Public Service Loan Forgiveness (PSLF) program rules for a limited time as a result of the pandemic. Borrowers may receive credit for past periods of repayment that would otherwise not qualify for PSLF. Borrowers may have until October 31, 2022 to take advantage of this program.

For those with Federal Student Loans, there are some updates to the PSLF, and other beneficial programs, offered by the Department of Education that can significantly reduce your current loan payments as well as move you closer to student loan forgiveness.

In an effort to help our employees learn more about these programs, Lexington has engaged a student loan advisory firm, Silver Lion Student Loan Advisors, who will work one-on-one with interested employees to help navigate the federal program options and determine which of the repayment programs would be most beneficial for their loan type and financial goals.

There is no-cost for a personalized one-on-one review of your student loans! If you reach out to Silver Lion Student Loan Advisors please let them know that you are a part of our organization and your advisor will walk you through a full account review. Your advisor will work with you to determine your best course of action in reducing your student loan payments and to qualify for student loan forgiveness. Once you understand all of the program options, you may continue working with your Silver Lion advisor to consolidate your loans and enroll in the designated program for a fee (paid by the employee) or you can go on the Department of Education website and enroll for free.

Silver Lion will be hosting four presentations about PSLF and the Limited Waiver. Please click to register:

[August 17, 2022 10:00 am ET,](#)
[August 31, 2022 2:00 pm ET](#)
[September 16, 2022 10:00 am ET,](#)
[September 27, 2022 2:00 pm ET](#)

[Click Here to set up a one-on-one student loan review meeting](#)
Call a **Student Loan Advisor** today: 855-254-1886

Lexington Milestones

Congratulations and thank you to the following employees celebrating milestones through July 31, 2022

THIRTY-FIVE YEARS

Garritt Lockwood, Maintenance, 7/06
Linda Veeder, Rehab, 7/28

THIRTY YEARS

Lisa Palumbo, Residential, 7/06

TWENTY YEARS

Rose Simpson, Employment Resources, 7/21
Terri Valo, Medical, 7/08
Diane VanNatten, Day Habilitation, 7/13

FIFTEEN YEARS

Sara Hogan, Residential, 7/24
Sarah Lynne Person, Residential, 7/09
Meghan Wager, Residential, 7/09

TEN YEARS

Fri Irine Annoh, Residential, 7/09
Marcella Clark, Residential, 7/09
Emily Marie Gotobed, Residential, 7/09
Ashley Ward, Residential, 7/26

FIVE YEARS

Tatianna Curry, Residential, 7/10
Andrew Dench, Residential, 7/19
Kiera Fountain, Residential, 7/10
Sarah Gilbert, Residential, 7/10
Kadi Morrison, Residential, 7/24
Brigitte Reed, Administration, 7/24
Mikalla Sartin, Residential, 7/24
Dessiray Seffrin, Residential, 7/10
Cassandra Watson, Residential, 7/24
Paige Wood, Residential, 7/10

ONE YEAR

Fiona Beaton, Clinical, 7/12
Ashanti Dorsey, Residential, 7/19
Samantha Edgar, Medical, 7/26
Elizabeth Festa, Residential, 7/26
Chelsea Hoyt, Residential, 7/06
James Krzys, Transitions, 7/12
Isaac Rys, Residential, 7/12

RETIREES


Laurie Close, Day Habilitation, 7/05, 27 years
Cathy Baxter, Administration, 7/01, 20 years
Sandra Lais, Administration, 7/22, 39 years

Take Advantage of the Enhanced Referral Bonus Through September 10


There is still time to cash in on the enhanced Employee Referral Bonus!

Through September 10, employees can earn **triple** the amount of the normal referral bonus (\$1500 per DSP referral) for successfully referring a new DSP and \$500 for non DSP hires.

The rules governing the current employee referral bonus apply. You can find this flyer and more information about this referral program here: <https://bit.ly/3QA9yzi>



Lexington's Employee Referral Bonus Program



EMPLOYEE REFERRAL BONUS

Bonus Payouts as of 2/1/22

\$1500 Total per DSP Hire
(temporary increase as long as funding permits—increased amount applies only to applications signed by applicant on/after 1/31/22)

\$450 after 30 days
\$600 after 90 days
\$450 after 180 days

\$500 Total for Non-DSP Hire

\$150 after 30 days
\$200 after 90 days
\$150 after 180 days

Program Rules

- Referring employee's name must appear on the application as the referral source (not a reference) of the potential employee at the time it is submitted.
- If multiple people are named as a referral source, the bonus will be paid only to the first employee named – No Exceptions!
- The candidate can be applying for full time or part time, any position/department.
- There is no limit to the number of qualified applicants an employee can refer.
- Employees may not refer an applicant more than once.
- Former Lexington employees applying for re-hire beyond one-year since their separation date are considered new applicants.
- Referring employees listed on the new application will be eligible for the bonus.
- Applicant must be successfully hired.

If you have any questions contact the Human Resources Department at (518) 775-5423.

Let's Work Together To Prevent COVID-19 Spread



COVID-19 is still an issue that we need to work together to prevent from spreading. Please remember when working to follow the mask/PPE protocol for your location, ensure that you are wearing your mask properly over your nose

and mouth. If you are experiencing any symptoms of COVID-19, please notify your manager.

These protocols are in place to help protect you, your loved ones, the people you support and your co-workers.

Let's do our part in keeping everyone in the Lexington family safe!

Congratulations to our June Recruitment Raffle Winners!

Delyla Daley
Western Fulton County

Lina Alikhan
Eastern Fulton County

Jennifer Philipp
Schoharie County

Sirvasha Dale
Albany County

Congratulations to our July Recruitment Raffle Winners!

Jeremy Sweet
Eastern Fulton County

Haley Dorrough
Schoharie County

Katija Allim
Albany County

Lexington's Mission

We empower people with autism and disabilities to live their best lives, every day, by partnering with their families, our employees and our community.



Safety News: If You See It, Say It Safety Campaign

After the success of the previous *"If You See It, Say It"* safety campaign in helping Lexington to reach its safety goals, we are kicking off a new safety campaign for 2022 beginning on August 15.

This initiative, which made its debut in 2021 and is sponsored by Lexington's Safety Committee, has been extremely effective in helping us reduce reportable employee injuries while encouraging the correction of environmental safety issues and empowering the people we support to help us ensure safety in all of our environments at Lexington.

Information about this campaign will be sent to everyone over the course of the next week and will include a sheet of recognition cards that will be used to acknowledge the safe actions of our co-workers.

Here's how it works:

- If you see something that could cause an injury or an accident, staff are encouraged to take necessary action immediately.
- When a Lexington staff is witnessed taking these positive safety precautions, they will be acknowledged with a “*See It, Say It*” card.



- Supervisors will choose one staff from their department (from among those who have been recognized) to win a prize.
- Throughout the campaign, these cards will be entered into a drawing for a chance to win a pizza party for that employee's location.
- Three locations will be chosen to win a pizza party for the members of their teams.

To read more about the “*If You See It, Say It*” campaign, please click here: <https://bit.ly/3padco0>

You can print copies of the “*See It, Say It*” cards here:
<https://bit.ly/3do8LU1>

Take Control of Your Personal Finances in 2022

Why not prep for the new school year and the end-of-the-year holiday season with a focus on improving your personal finances and taking control of your budget?

Simply log in to www.theEAP.com/TotalCare-EAP, click on the Training Center tile, and use the search bar to find the 66-minute course on **Personal Financial Health**.

Is 66 minutes too much time to fit into your busy schedule? Not a problem...you can take the same course in a series of 9 micro-learning units of 6-8 minutes each! Courses include: *Cutting Costs on Essentials, Managing Your Debt, Money Saving Hacks, Saving for the Future, Making a Debt Payment Plan, Setting Your Budget, Taking Care of Your Finances, Budgeting Tips and Establishing Goals You Can Keep.*

EAP offers more than 10,000 online trainings and video courses on a wide range of topics that are useful both on and off the job. Check them out! To access the Training Center:

- Go to www.theEAP.com/TotalCare-EAP and click **Employee and Family login** to sign in.
- Click the **‘Training Center’** and choose **‘New and Improved Trainings.’**
- Use the **Search** bar at the top of the screen, type the course code or search for a topic.
- Click the course icon and click the **‘Play’** or **‘Start’** button to begin

For assistance with any Human Resources related matter or information, please click [here](#) for a complete list of the Human Resources team and their responsibilities:

<https://bit.ly/3v1t5kB>

This newsletter will be archived at the following link: <https://thearclexington.org/hr-updates>