

IMPORTANT EMPLOYEE RESOURCES AND INFORMATION

SMART CHOICES. BETTER HEALTH. GREATER IMPACT.

Together, we can save money and create more opportunity for our future.




SMALL CHOICES
ADD UP TO
BIG SAVINGS.



One of our biggest opportunities is healthcare. Because Lexington is self-insured, every healthcare dollar comes directly from our operating budget. By making smart healthcare choices, we help control costs while creating **more opportunity to invest in our employees.**



HERE ARE A FEW SIMPLE WAYS YOU CAN HELP:

Use Fabric (previously called UCM/telemedicine) or urgent care instead of the emergency room whenever appropriate.



Choose preferred providers, such as St. Mary's, Labcorp, and others, for lab work, imaging, outpatient procedures, and other services whenever possible.



Consider 90-day mail-order prescriptions through Wegmans for maintenance medications.



Stay in-network whenever possible and ask questions if you're referred elsewhere. Create your CDPHP account to find in-network and preferred providers.



Your choices today help strengthen our agency tomorrow.

Thank you for being part of the solution!

For assistance with any Human Resources related matter or information, contact a member of the Human Resources team at:

<https://bit.ly/LexingtonHRContacts>

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

Managers, please post and distribute to all employees.

BE A \$MART HEALTHCARE \$HOPPER

Save on Healthcare Costs by Choosing Preferred Providers



Choosing where you go for lab work, X-rays, MRIs, and other outpatient services can directly affect how much you pay out of pocket.

By using **CDPHP Preferred Providers**, you may be able to **reduce or even eliminate copays** for many services.

Even better—when we use cost-effective care options, it helps reduce overall healthcare costs for Lexington, which supports employee benefits and bonus opportunities.

\$0 Out-of-Pocket Locations

Services may be covered at no cost when completed at:

- CDPHP Preferred Outpatient Facilities
- **St. Mary's Healthcare – Amsterdam Memorial Hospital**

How to Save

- Ask your provider for an order/prescription for your test or imaging
- Schedule your service at a preferred location
- Search approved sites at **findadoc.cdphp.com**
- Select *Preferred Laboratory* or *Preferred X-Ray & Radiology*

Stay tuned for in-person Smart Health Care Shopper information meetings — coming soon!

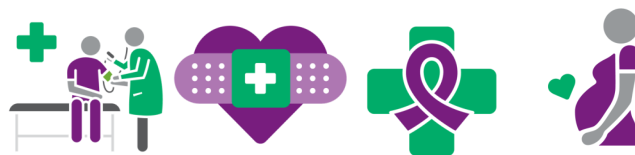
Lower Your Prescription Costs with CDPHP Mail Order

Many medications taken on a regular basis for long-term conditions (such as high blood pressure, asthma, or diabetes) can be mailed directly to CDPHP member homes.

With Wegmans Mail Order, members receive:

- Convenient, reliable, and FREE standard delivery of medications.
- Service from a New York State-based pharmacy.
- Easy account management online.

You can learn more about mail order at **<https://cdphp.com/mailorder>**.



Annual Physical Vaccinations Cancer Screenings Well-Woman and Well-Baby Care

Preventive Care: It Pays to Be Proactive with Your Health

Preventive care includes important health services such as annual checkups, vaccinations, lab tests (like cholesterol screenings), routine screenings, and counseling. These services help you stay healthy, prevent illness, or catch potential health issues early—when they are often easier to treat.

If you're unsure which tests or screenings are right for you and your family, talk with your doctor. They can help you choose the care that best supports your long-term health.

Many preventive services are available at no cost to CDPHP members when they are provided by an in-network provider (if a diagnosis is made during your annual physical, additional charges may apply).

For full details, refer to your plan coverage. CDPHP's Guidelines for Care include recommended exams, tests, and screenings for adults based on gender, age, and risk. You can use these guidelines to prepare for your visit with your doctor.

Introducing UKG Pro: Lexington's New Human Resources, Payroll, and Time Management System



UKG Pro, Lexington's new Human Resources, Payroll and Time Management system, brings many employee services together in one easy-to-use platform. **UKG Pro** combines payroll, timekeeping, benefits, and personal employee

information giving employees secure access to importation information, anytime, anywhere, through a computer or mobile device.

USE UKG TO

- Access pay stubs and payroll information
- View and update personal information
- Manage direct deposit information
- Request and track time off
- View schedules and timecards
- Access important HR and benefits information
- Use mobile access to manage work-related information from anywhere.

HOW TO ACCESS UKG PRO

- **Main Building:** A bookmark will be added to the left side of the bookmark bar on all domain computers under the new "**Lexington Links**" folder. This bookmark will provide access to UKG Pro and will be available in both Microsoft Edge and Google Chrome browsers.
- **Houses and Remote Locations:** A link will be added to the Lexington Links page that you are currently using to access resources.
- **Mobile App:** The **UKG Pro** Mobile App can be downloaded to a personal or company mobile device by searching for **UKG Pro** in either the App Store or Google Play Store. Our Company Access Code is **THEARCLEXINGTON**
- **Any Web Browser:** Go to the UKG Pro employee portal at <https://thearclexington.ukg.net>



Be the reason someone smiles today!

VIEW YOUR PAY STUB IN UKG PRO

Using the Web Portal

Go to the UKG Pro employee portal at <https://thearclexington.ukg.net>.

1. Select **Continue with SSO Login**.
2. Sign in using your Lexington email address password.
3. Navigate to:
Pay
Pay Statements
4. Select the desired pay date.
5. Click **View Pay Statement PDF** to view or download your pay stub.

Using the Mobile App

1. Download the **UKG Pro Mobile App** from the Apple App Store or Google Play Store.
2. Enter the Company Access Code:
THEARCLEXINGTON.
3. Select **Continue with SSO Login**.
4. Sign in using your Lexington email address and password.
5. Navigate to:
Pay Overview
Pay Statements
6. Select the desired pay date.
7. Click **View Pay Statement PDF** to view or download your pay stub.

Detailed step-by-step instructions for accessing your pay stub in UKG Pro are available [here](#).

NEED HELP?

- We encourage employees to log in before payday to ensure they can access their account.
- If you experience any issues accessing UKG Pro or locating your pay statement, please contact Human Resources or Payroll for assistance.
- If you experience any issues logging in, please complete an IT ticket.
- Please refer to The Arc Lexington's Viva Engage for detailed instructions.

Go Further with Your Savings with Catch-up Contributions

Being over age 50 has its benefits when it comes to your retirement plan. That's when the contribution limits go up, letting you put more away for your future while saving on your taxes. From age 60 through 63, you can save even more with super catch-up contributions. Here's how you can get these benefits:

- Make your catch-up contributions by Tax Day (usually April 15) each year to get the tax benefits for the previous year.
- Contribute the extra money in a lump sum or throughout the year (or through higher payroll deductions for an employer-sponsored plan).
- Include catch-up contributions in your overall retirement planning.

To talk about these and other important financial matters, schedule an in-person meeting with **Kyle or Greg from Corebridge Financial**. They will be on-site on:

- **Tuesday, July 29** in Gloversville—Burke (Greg Reo)
- **Thursday, August 13** in Gloversville—Burke (Kyle Chambers)
- **Wednesday, August 26** in Gloversville—Burke (Greg Reo)

Click [HERE](#) to schedule a virtual meeting or phone appointment



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Important Update: UCM and SAM Change names

Employees who use our telemedicine benefit will notice a new name and a new app experience.

WHAT'S CHANGED?

UCM is now **Fabric**.

- The telemedicine service you know and use is not going away.
- The company has rebranded from **UCM** to **Fabric**.
- Any communications or references to this service will use the name **Fabric**.

The Sam app is now **Evo**.

- The Sam telemedicine app has been replaced by **Evo**.
- If you have ever used the Sam app, you should automatically be redirected to the new **Evo** platform.
- There is no interruption to your telemedicine access or services.

What do employees need to do?

- If you have the Sam app, it should automatically redirect you to **Evo**.
- Watch for additional information from **Fabric** regarding any updates to your account or app experience.
- Continue to use the telemedicine benefit whenever you need convenient, virtual healthcare support.

If you have questions about this change, please contact Human Resources.

evo

A New Era with Evo: Faster, Smarter Care is Here

Sam, by UCM, is now Evo. With this change, there's no interruption to your service, just an enhanced, expanded care experience for your members. Discover the new features available in 2026, including more convenient Everyday & Urgent Care services.



What's new with Evo in 2026?

1 Faster, More Convenient Care

We've streamlined the path to care. With Evo's proprietary Quick Care option available for Everyday & Urgent Care, Weight Loss, and Mental Health Medication Management, members can now receive a treatment plan for common conditions without ever having to meet live with a provider.

Members simply complete a brief 5-10 minute questionnaire about their symptoms, and an Evo provider will review their responses and provide a personalized treatment plan, including prescriptions sent to a pharmacy of the member's choice when medically necessary.

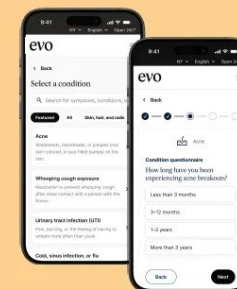
2 More Common Conditions Treated

Evo is committed to broadening the scope of virtual care. Our clinical team continually expands protocols to treat over 2,000 unique diagnoses, ranging from cold and flu to male pattern baldness and gastrointestinal conditions. Labs can be ordered by the provider when clinically appropriate. Therapy is expanded to include adolescents down to the age of ten.

3 Enhanced Clinical Experiences

Evo goes beyond the virtual visit to ensure member well-being. Our enhanced support includes 24 hours after the visit follow up message to the provider and virtual symptom checking capabilities to help members navigate their care journey and treatment.

Smarter, faster, and more supportive than ever before for your members. Evo is better for their wallets—and your bottom line.



Get a treatment plan in minutes with Quick Care.

Connect With a Provider
Quick Care ☒ Guided symptom gathering ☐ Most popular
Phone ☐ No camera required ☐ Familiar phone call
Video ☐ Face-to-face ☐ Show a provider your concern

Thank You for Making Our 2026 Safety, Benefits & Wellness Expos a Success!

Because of you, this year's Safety, Benefits & Wellness Expos were an incredible success!

On behalf of the Human Resources, Safety, Wellness, and Benefits teams, thank you to every employee, volunteer, vendor, presenter, and participant who helped make these events so meaningful. Your enthusiasm, engagement, and commitment to creating a safe and healthy workplace were evident throughout both Expos.

A special thank you goes to our staff volunteers who helped with setup, registration, vendor support, activities, and event logistics. Events of this size simply would not be possible without your willingness to lend a hand and support your fellow employees.

We are also grateful to our vendor and community partners who shared valuable information, resources, and services with our employees. Your partnership helped make the day informative, engaging, and impactful.

Safety Poster Contest Winners

Congratulations to the winners of our **2026 Safety Poster Contest**:

🏆 **Lawyersville Residence (Schoharie)**
🏆 **Gloversville Day Hab (Quest II – Fulton)**



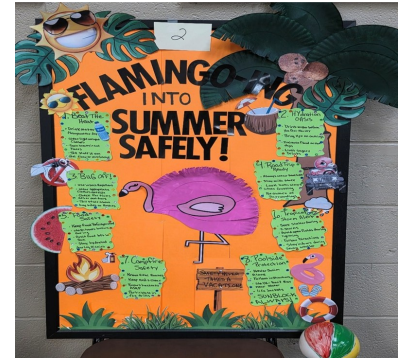
These teams created outstanding posters that reflected Lexington's commitment to safety and demonstrated the creativity, teamwork, and dedication that help keep our employees and the people we support safe every day.

Thank you to everyone who submitted a poster. The quality of this year's entries was exceptional, and each submission reflected the strong culture of safety that continues to grow throughout Lexington.

As we move forward, let's continue to carry the spirit of

the Expo with us—making safety, wellness, and healthy choices a part of our daily work and personal lives.

Thank you for all that you do. Because of you, Lexington continues to be a safer, healthier, and stronger organization.



Rising Together STAFF SUCCESSES & ACCOLADES



Congratulations to **Dr. Priya Winston**, Transitions' Director of Curriculum and Clinical Excellence, on graduating from the Leadership Capital Region program through the Capital Region Chamber. Priya joined 44 professionals from across the Capital Region in an intensive leadership development experience focused on strengthening leadership skills, exploring community challenges, and collaborating on projects that make a lasting impact.

Josephine Bailey, Division Director of Day Hab, Community Supports and Quality Assurance, and **Alisa Hobb**, Associate Executive Director of HR, recently graduated from the Leadership Institute of The Arc New York. Over the past year, Alisa and Josephine have participated in this 10-month executive development program designed to strengthen strategic leadership, enhance policy and advocacy knowledge, and support professional growth with the evolving field of disability services. Congratulations, Josephine and Alisa!



After serving two terms as Chair of the Occupational Therapy Board for the NYS Education Dept. and Board of Regents, **Rebecka Cox** recently completed her term and was recognized for her contributions to the Occupational Therapy profession. Congratulations, Becky!

LEXINGTON EMPLOYEE MILESTONES

Congratulations and thank you to the following employees celebrating milestones April-June

40 Years

Scott Chirichio, Transportation

35 Years

Linda Burgess, Residential
Traci Frederick, Residential
Deborah Krom-Betler, Administration
Patricia MacPhail, Residential
Gail Stott, Day Habilitation

30 Years

Jenny Bartholomew, Residential
Lisa Edwards, Residential
Sean Nash, Administration

25 Years

Beth Loose, Residential
Yollette Mendez, Residential
Mandy Mohalland, Residential
Tina Olyer, Residential
Tammy Ruise, Administration
Melissa Toomer, Residential

20 Years

Holly Blongiewicz, Residential
Christina Cook, Residential
Van Fonda, III, Residential
Brenda Smith, Day Habilitation
Shannon Watkins, Day Habilitation
Alexandra Yorks, Residential

15 Years

Joshua Berthiaume, Residential
Kelly Cortes, Residential
Ashley Hill, Residential
Susan Nadler-Smith, Residential
Shannon Robbs, Residential

10 Years

Jessica Brick, Residential
Daniel Brown, Residential
Robert Cobb, Residential
Erikka Coffin, Residential
Heather Garcia, Family Support Services
Tammy Harpp, Maintenance
Kimberly Hayes, Day Habilitation
Garett Jacobs, Maintenance
Leona Mulvena, Residential
Emily Parslow, Day Habilitation
Ciera Rhinehart, Day Habilitation
John Scunziano, Jr., Transportation
Jacqueline Van Horne, Residential

5 Years

Holly Campana, Day Habilitation
Zariah Holland, Residential
Amy Ippoliti, Residential
Brian Page, Administration
Eric Watson, Residential

1 Year

Gennaleigh Austin, Day Habilitation
Karlie Ballas, Residential
Mamadou Barry, Residential
Deleasia Brathwaite, Residential
Clementine Brewer, Maintenance
Antoine Brown, Residential
Wesley Bryant, Residential
Eric Charboneau, Residential
Thomas Christman, Transportation
Dusty Dingmon, Clinical
Jacob Drouin, Residential
Rebecca Goodrich, Residential
Kimberly Grubbs, Residential
Angela Haley, Residential
Holly Hall, Residential
Catherine Hallock Geniti, Transitions
Jessie Heidelberger, Residential
Asenath Hichens-Smith, Residential
Madeline Jones, Administration
Isaiah Kanar, Residential
Juliette Keady, Residential
Daniel Lucia, Residential
Kieralyn Mathis, Transitions
Hakeem Moody, Residential
Tresor Niyonkuru, Administration
Remmielaku Norman, Residential
Cameron Paton, Residential
Jacklynn Poyfair-Warner, Residential
Abdul Rasool, Residential
Mya Tesiero, Residential
Gavin Thompson, Day Habilitation
Jamie Witzke, Residential
Emily Wood, Employment

Lexington Retirees

Lisa Brooker, Residential, 31 Years of Service
Laurie Carpenter, Residential, 31 Years of Service
Sylivaann Montalvo, Residential, 29 Years of Service

LEXINGTON'S MISSION

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