

W E L C O M E

Welcome the newest staff members to our Marklund Team!



Jennifer Soto- PSP, MWC

I am from Puerto Rico. I have two children and they are the most important people in my life. I enjoy playing and spending time with them.



Halle Marten- PSP, MHC

I have two older sisters that live in state. I had a cat named Tigger when I was younger. I have lived in Geneva most of my life and went to college in Waco, TX. I have worked at Chipotle, and Elite Therapy Center which is a child OT, PT and speech pathologist clinic. In my spare time, I enjoy swimming, shopping, and cheering on the Baylor Bears Sports team.



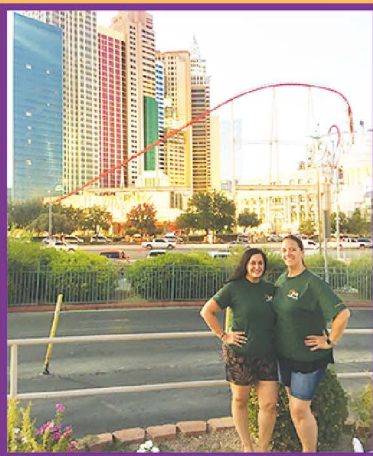
Angela Williams- PSP, MHC

I have a wild one-and-half year old, a mouthy husband, but he does do the laundry so I'll keep him around, and a 10-year-old boxer. I live in Cortland, but have lived many places. I'm originally from Springfield. I have worn many hats in terms of jobs. I've been in food service, customer service, healthcare, case management, but love direct care the most. I love to read and craft. I also love all things Harry Potter.

Anniversary List

Rogers, Paul T.	09/01/2015
Zupo, Jeannine	09/03/1996
Rubino, Natalie	09/03/2002
Keller, Jaime M.	09/06/2016
Loiacono, Marie	09/07/2011
Lavaud, Michaelle	09/08/2014
Scala, Kristine	09/08/2014
Shelton, Rebecca	09/08/2015
Gomez, Stephanie	09/09/2013
Mendez, Christina	09/09/2013
Thakkar, Bhavika	09/09/2013
Ayala, Edith	09/11/2017
Jenkins, Sarah J.	09/11/2017
Wilkins, Christine	09/14/2000
Hernandez, Ernesto	09/15/2008
Campos, Andrea J.	09/18/2017
Montes, Zayra I.	09/18/2017
Rosero, Jessica M.	09/18/2017
Holod, Rosanna	09/19/2005
Jennings, Rachel L.	09/19/2016
Merema, Janna J.	09/19/2016
Vitacco, Sarah A.	09/19/2016
Waters, Elizabeth R.	09/19/2016
Wilkinson, Terrence J.	09/19/2016
Allen, Gina M.	09/20/2004
Dratnol, Phyllis	09/21/2015
Hamdan, Souade N.	09/21/2016
Vaca, Edel	09/22/2014
Dolen, Kristin	09/23/2013
Tolley, Linda j.	09/24/2001
Nikrandt, Catherine	09/25/1995
Pandya, Jalpa	09/25/2000
Gardner, Lucas	09/26/2011

#RepresentMarklund!



Nancy Vincej & Natalie Rubino,
represented in Las Vegas

**On your next vacation or getaway,
bring Marklund along!**

Take a photo of yourself wearing Marklund attire, and we'll include it in an upcoming edition of Connections.

We want to see how many places and just how far our Marklund brand can reach!

*Email your pics to Dawn Lassiter-Brueske,
Director of Marketing & Communications,
at dlassiter@marklund.org.*

Details on

\$1,000

**REFERRAL
BONUS
inside!**

\$1,000 Marklund Employee Referral Program Announcement

At Marklund, we are always looking to grow our teams with talented people, just like you. That's why we are excited to announce our Employee Referral Bonus Program. Refer qualified candidates and as a "thank you," we will offer you \$1,000 per hire.

Here are some specifics about the program:

- This program applies to full-time positions at all Marklund sites.

\$1,000 Employee Referral Bonus	
You are paid:	After your applicant completes:
\$250	3 months of full-time regular employment
\$500	6 months of full-time regular employment
\$250	12 months of full-time regular employment

- This referral program is valid through December 31, 2018. To be eligible for the referral bonus, your applicant must apply by December 31, 2018.

To be eligible for the referral bonus:

- The candidate MUST apply through our career page on our website (www.marklund.org).
- The candidate MUST put your FULL name (first and last) in the "referred by" on their application through our career page. To be fair to all employees, we cannot make exceptions to this, please be sure your referrals type your FULL name (first & last) in the "referred by" portion of the application.
- The candidate must be a new applicant (not already in our database of applicants).
- SPOT and HR are not eligible for this program.

Program Administration:

- Marklund reserves the right to determine whether or not referred applicants are qualified for the positions.
- All candidates will be evaluated for employment consistent with our organizations' policies and procedures.
- All information regarding the hiring decision will remain strictly confidential.
- Only those employees who refer regular full-time (not IHR) are eligible for the bonus. However, IHR employees are able to participate and qualify for the program if they refer a regularly scheduled full-time employee.
- Both parties must be employed with Marklund at the time of payout. In addition, the referral must remain at full-time status for you to be eligible for payouts. Bonuses will be paid on a regular payroll cycle and applicable taxes will apply.
- Marklund may modify or discontinue this program at any time. Should the program be discontinued, any in-process referrals will be handled on an individual basis.

For more information about the employee referral bonus program, please contact Marie Loiacono, Director of Talent Management & Talent Acquisition, at 630-593-5475 or mloiacono@marklund.org

Thank you in advance for your referrals!



SEPTEMBER 13, 2018

We had a very strong group – 151 nominations - of “You Caught My Eye” awardees this month. This is more than twice the number we had this same month last year. We had the following nominations by site:

- MWC (30)
- MPC/MDS (41)
- MHC (80).

No matter who is picked as those to be highlighted each month, I want every awardee to know that just by being recognized you are a winner. There were a number of people recognized for many different aspects of the cultural attributes that make Marklund such a special place.

Thanks again to those who took the time to recognize one of your fellow staff. Each of you are to be commended as well. Marklund really has an amazing staff and each of you help me to get a small glimpse into just how amazing our staff is. As I go through the cards each month I not only notice the names of those being recognized but I also make a special note of those who make the nomination.

The first person recognized is **Kristy Beuning**. She is a nurse at the Marklund Wasmond Center. She was nominated for going out her way to greet and introduce herself to two new staff members “with a smile.” **It is so important for us all to make our new staff members feel welcomed.** She was also commended for the way she recognizes when her staff is short and does whatever needs to be done for the residents. Kristy is being recognized for her **accountability, attitude and teamwork.**

The next person is **Bobby Hilsabeck**. Bobby is a PSP at the Marklund Hyde Center. He also had two nominators. The first recognition was for the way he helped his fellow staff and our residents and community clients in DT in every aspect (e.g. snack, laundry, changing, transfers, etc.) to make their day go a little better. He was also commended for being “willing to go camping every week and be the driver” to make **everyday life possible!** Bobby is being recognized for his **attitude, compassion, and teamwork.**

And last but not least is **Natalie Rubino**. Natalie is the QIDP at the Marklund Philip Center. She, too, had two nominators. The first was for the way she went out of her way to help another staff member with, what turned out to be, a very big issue with a piece of equipment. She took the time to be the “technical expert” and troubleshoot the problem. Her other nomination was a recognition of the many “hats she wore” over a particularly busy time. Not only was she performing her own job but she also filled in for social services, TAA, outings, client appointments and covered the front desk. Natalie is being recognized for her **attitude, compassion and teamwork.**

Again, congratulations to all but a special commendation to **Natalie Rubino, Bobby Hilsabeck and Kristy Beuning.**



Gil

“YOU CAUGHT MY EYE”

In honoring the true spirit of this award, we are recognizing both the nominee and nominator acknowledged this month in our “President’s Perspective” section of Connections

Join us in Congratulating August 2018 Winners:



Kristy Beuning



Natalie Rubino



Bobby Hilsabeck

Nominators:

Codi Ash, Lorin Bergschneider, Rose Holod, Amrita Singh

Congratulations to all of our staff nominated for a “YOU CAUGHT MY EYE”

Codi Ash, Kayla Atkins, Kerry Berg, Lorin Bergschneider, Wendy Berk, Kristy Beuning, Cassie Bieberstein, Paul Bodzioch, Megan Braniff, Virginia Brown, Aly Brown, Drew Carberry Christina Castillo, Gigi Castillo, Beatrice Chen, Janet Cunz, Stephanie Dellegrazie, Anton Diaz, Krissy Dolen, Piroaska Doty, Taylor Dulowski, Meghan Edwards, Karla Espindola, Lisa Esposito, Deanna Farrey, Gil Fonger, Latasha Ford, Sonia Galicia, Paula Garcon, Kevin Gatto, Viola Gerus, Maria Gonzalez, Emily Gutierrez, Souade Hamdan, Yvonne Hamilton, Sydney Hedlin, Mike Hemme, Trinette Hicks, Bobby Hilsabeck, Rebecca Hoelker, Sarah Jenkins, Brea Jones, Leti Juarez, Laurie Kaczmarek, Amber Kartheiser, Jamie Keller, Mary Kobbeman, Angela Kopulos, Chrissy Koulis, Oky Kurywczak, Yanary Labrador, Brittany Leonhard, Shelley Lewis, Audrey Lind, Char Lukas, Britany Maertzig, Chris Martin, Jose Martinez, Taylor McComb, Jessi Meilahn, Deana Melendez, Samantha Miller, Martha Moreno, May Motyka, Rosa Najera, Ahmed Naqvi, Amanda Nordmeyer, Laura Nykaza, Emily Olenek, Mark Olt, Darya Osman, Ringo Pasano, Bernadette Pauls, Elizabeth Plain, Ted Podalak, Amy Proz-Ozinga, Adrian Quinones, Nena Ramirez, Paul Rogers, Esmeralda Romero, Bonnie Rott, Natalie Rubino, Joan Rubino, Lara Rufenacht, Susan Rushford, George Santiago, Kristine Scala, Becca Shelton, Wes Schmidt, Alyssa Schwabe, Kim Seiber, Toure Sims, Kayland Smith, Yacar Snipes, Jeanine Stefanik, Mandy Stein, Alphonsine Theinkeu, Rebecca Thomason, Candace Torres, Desiree Trzaska, Bridgette Tyndall, Jacob Van Dyke, Maria Vargas, Nancy Vincej, Johnathan Walsh, Rachel Warren-Stover, Jessica Watkins, Leachele Whitehead, Christina Wilkins

Thank you to those who took the time to nominate their fellow co-workers

Gina Allen, Codi Ash, Debbie Banke, Lorin Bergschneider, Kristy Beuning, Paula Bodzioch, Dena Bonnike, Megan Braniff, Andrea Campos, Christina Castello, Sharri Cathey, Beatrice Chen, Linda Chinn, Rose Cousins, Odalys Delapaz, Maria Diaz Devyn Doering Krissy Dolen, Megan Edwards, Delice Enoch, Vicky Farrelly, Classroom Four, Kevin Gatto, Maria Gonzalez, Mimi Gonzalez-Alamillo, Heather Graves, Steph Heinz, Mike Hemme, Rose Holod, Izzy Jacobson, Laura Kaczmarek, Chrissy Koulis, Mary Kobbeman, Angela Kopulos, Lizzy Kuhn, Dawn Lassiter-Brueske, Shelley Lewis, Audrey Lind, Brittany Maertzig, Jessi Meilahn, Sam Mooney, Catalina Morales, Rosa Najera, Laura Nykaza Emily Olberding, Jacqueline Ott, Bernadette Pauls, Susan Paustian, Nena Ramirez, Jessica Redmond, Kelly Reszke, RaeAnne Rhule, Susan Rushford, Kim Seiber, Denise Settanni, Amrita Singh, Kallahan Sommers, Amanda Steffen, Jeannie Stefanik, Becky Stewart, Brittany Sullivan, Jen Thompson, Sarah Vitacco, Leachele Whitehead, Angela Williams, Nicole Worthem

PRESIDENT'S PERSPECTIVE

EQUIPPED FOR EMERGENCY:

National Preparedness Month

Wendy Berk, Finance & IT Associate

ARE YOU PREPARED?

NATIONAL PREPAREDNESS MONTH 2018



**Disasters
Happen**

PREPARE NOW LEARN HOW



September is National Preparedness Month – a great opportunity to make sure you and your family are prepared for emergencies and disasters. Here are some steps you can take to start preparing:

1. Get a Kit of Emergency Supplies

- Make sure to include supplies such as water, non-perishable food, first aid supplies, warm clothes and blankets. Find a comprehensive list here:

<https://www.ready.gov/build-a-kit>

2. Be Informed about What Might Happen

- Learn more about potential threats in your area – natural and man-made – and use this information to prepare your plans and supply kits. Find Illinois information here:

<https://www2.illinois.gov/iema/Mitigation/Pages/HazardInfo.aspx>

3. Make Emergency Plans

- Develop a family communications plan, a plan to shelter-in-place, and a plan to evacuate if needed. Find more information here:

<https://www.ready.gov/make-a-plan>

“Life-threatening emergencies can happen fast and emergency responders aren’t always nearby. You may be able to save a life by taking simple actions immediately.

You Are The Help Until Help Arrives.”

[-community.fema.gov/until-help-arrives](https://community.fema.gov/until-help-arrives)



VOICE OF THE EMPLOYEE FOLLOW-UP SURVEY

DATE: SEPTEMBER 17-23

FOR MORE INFORMATION, SEE BELOW:

This is a follow up to the February 2018 “Voice of the Employee” Survey. The purpose of this survey is to see how we are doing to better serve our employees.

Marklund will conduct a follow-up survey September 17-23. Only employees who were eligible to take the survey in February 2018 will receive an email from EmployeeVoice@marklund.org on September 17 with a link to complete the survey.

Once the surveys are completed, the answers will be grouped by category and the leadership team will work with these responses to update their action plans as needed. Gil Fonger, President and CEO of Marklund, will be presenting a brief synopsis of the survey results at the November All-Staff Meetings. We look forward to receiving your feedback!

All regular employees of Marklund will be able to take the “Voice of the Employee” Survey in February of 2019.

**ALL RESPONSES TO SURVEY ARE 100%
ANONYMOUS**

THIRD PARTY EVENTS

FOX VALLEY NEWCOMERS & NEIGHBORS - Marklund Quilt



The Fox Valley Newcomers and Neighbors presented a check to Marklund on August 31st for \$4,100. This was from the club's 2018 yearly events that supported Marklund plus the **Quilt Fundraiser**.

Thank you to everyone who bought quilt raffle tickets

GRANTS CORNER

THANK YOU!
Union Pacific Foundation
has awarded Marklund
\$5,000
for MWC and MHC DT
for vocational production and
community involvement.

UPCOMING EVENT

Sunday,
October 21, 2018

 Fitch Foundation
presents

Start 8 a.m.

RUN 5K/1 MILE
WALK
AND ROLL
 **GENEVA**



**The Run, Walk & Roll
just keeps getting better!**
Pancakes, Sweet SWAG & \$500



New Incentives added at the 5K/1Mile Event!

- Breakfast Bar including pancakes, scrambled eggs & pastries for all participants
- Chance to win \$500, \$250, \$100 when you purchase raffle tickets for \$5!
- Chance to win a Versa Fitbit if you fundraise \$100 or more
- \$50 Target Gift Card for the largest employee led team
- All participants have a choice of hoodie or fleece headband

Chili Mac

Ingredients

- 1 pound corkscrew shaped pasta with lines or elbows with lines
- 2 pounds ground sirloin
- 2 tablespoons (2 turns around the pan in a slow stream) extra-virgin olive oil
- 1 sweet onion, chopped
- 2 jalapeno peppers, seed and chopped
- 4 cloves garlic, chopped
- 3 tablespoons (1 1/2 palm fuls) dark chili powder
- 2 tablespoons (1 palm ful) cumin
- 2 tablespoons cayenne pepper sauce
- Coarse salt
- 1 cup beer or beef broth
- 1 (28-ounce) can diced tomatoes in juice
- 1 (14-ounce) can crushed tomatoes
- Chopped scallions, for garnish



Directions

1. In a large pot, boil pasta until al dente.
2. Meanwhile, in a big, deep pot, brown beef in oil over medium high heat. Add onions, peppers, and garlic. Season meat mixture with chili powder, cumin, cayenne, and salt. Cook together 5 minutes, stir in beer or broth, and reduce liquid by half, 2 minutes. Stir in tomatoes and simmer for 10 minutes.
3. Drain pasta. Add hot pasta to chili pot and stir to coat pasta evenly. Remove from heat and garnish big bowlfuls of chili mac with chopped scallions.

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