



FROM THE PRESIDENT'S DESK

Ageless Adventures!

As we reflect on this year's National Assisted Living Week, I want to take a moment to recognize and celebrate the incredible effort, creativity, and heart that went into this year's festivities across all our communities. What an incredible week it was!

This year's theme, "Ageless Adventures," was more than just a phrase—it was a perfect reflection of the spirit we saw throughout the week. Our teams embraced the theme wholeheartedly, organizing a wide variety of events and experiences that invited our residents to laugh, explore, reminisce, and connect. From themed parties and musical performances to culinary delights, airplane rides, and creative art projects, every activity was thoughtfully planned with joy in mind.

The photos captured throughout the week across the company say it all. Residents smiling from ear to ear, team members fully engaged, families joining in the fun—it was a beautiful reminder of why we do what we do. These moments were not just special events; they were opportunities to honor the unique lives and stories of each resident and to reinforce the bonds that make our communities feel like home. The energy, thoughtfulness, and joy that radiated from each event were nothing short of inspiring.

What stood out most was the dedication of our team members. You found ways to make every day of the week feel special, even while continuing to provide the outstanding care and service that our residents and families count on. Your ability to create meaningful experiences while managing the demands of daily operations is nothing short of inspiring. Your passion and commitment are the heartbeat of our communities, and I could not be more proud or more grateful.

To our residents—thank you for your enthusiasm, your wisdom, and your sense of adventure. You are the reason we celebrate, and your presence made this week unforgettable. And to our families—thank you for your continued trust and support. It means so much to have you as partners in this journey.

National Assisted Living Week is a powerful reminder that life is meant to be celebrated at every stage. The adventures don't end—they just take on new meaning. And with a team like ours, I know there will always be more joy, more laughter, and more memories to come.

With deepest appreciation,
Brian Durbin, President





Our purpose is people

Reminder: Accessing the UKG Ready App

Our workforce management program, UKG Ready, is available for download on your smartphone.

Please follow these steps to access your employment information through the UKG Ready app:

- Download the UKG Ready app on your smartphone.
- Select Region: North America
- Company Short Name: 6157317
- Company Name: 6157317R
- Username: Your EE username
- Password: Your EE password

Through the app, you can:

- View your current timesheets
- Access old pay stubs
- Download your W2



Please ensure the app is set up to stay informed and manage your employment details efficiently.

Justin Vetter



Roll Up, Win Big – It's Flu Shot Season!

Flu season is here, and getting your flu shot is one of the best ways to protect yourself, your coworkers, and the residents who depend on us. The flu can be serious—especially for older adults—so staying healthy helps everyone.

Flu shot clinics are FREE at all Arcadia communities, making it quick and easy to get protected.

And don't forget—get your flu shot by December 1st and you'll be entered to win \$100! One lucky team member at each community will win.

But the real winners? The staff and residents who stay healthy all season long.

— Everything is —
BETTER
WHEN YOU BRING YOUR FRIENDS



Get PAID to refer a friend to work with us!
If your friend joins Arcadia Senior Living, YOU can earn up to \$300 for Full Time Staff or \$150 for Part Time Staff

FT - \$150 / PT - \$75
at 90 days of employment
FT - \$150 / PT - \$75
at 1 year of employment

Both associates must be employed at the time of payout and in good standing to receive bonus.



APPLAUSE FOR ADVANCEMENT

Celebrating Growth and Achievement at Arcadia

At Arcadia we believe that hard work and dedication pave the way for remarkable personal and professional growth. Our team members consistently demonstrate passion, resilience, and a commitment to excellence, which not only drives our success but also creates opportunities for individual advancement.

We're thrilled to shine a spotlight on our team members who have earned well-deserved promotions. Their journeys showcase what's possible when talent meets opportunity within each of our communities. Join us in celebrating their achievements in this month's Applause for Advancement section, where we honor the milestones that inspire us all to reach higher.

BOWLING GREEN

Candace Cathey - Resident Care Specialist to KMA
Thomas Stratton - Culinary Specialist to Lead Culinary Specialist
Tramaine Hawkins - Resident Care Specialist to part-time Concierge to Business Office Director

PACE

Garrett Thomas - Culinary Specialist to Director of Culinary Services
Christopher Powell - Culinary Specialist to Lead Culinary Specialist
Marlanea Morgan - Med Tech to Lead Med Tech
Elizabeth Settles - Resident Care Specialist to Med Tech
Dalton Frazier - Resident Care Specialist to back up Med Tech
Rosario Alvarez - Dining Specialist to Lead Dining Specialist
Hailie O'Connell - Open Arms Programming Coordinator to Director of Life Engagement
Destinee Miller - Resident Care Specialist to Open Arms Programming Coordinator

CLARKSVILLE

Jerrie Burnett - Culinary Specialist to Lead Culinary Specialist.

BLUFFS

Abbie Parker - Director of Life Engagement to Business Office Director

STILLEY HOUSE

Tasha Mannon - Resident Care Specialist to Lead Resident Care Specialist
Nicola McClure - Culinary Specialist to Director of Culinary Services

ROBINBROOKE

Pam Thomas - Resident Care Specialist to KMA
Sandy Miller - Resident Care Specialist Open Arms Programming Coordinator

THE LAKES

Stacey Marks - Resident Care Specialist to Lead Resident Care Specialist to Director of Culinary Services
Maya Marks - Resident Care Specialist to Lead Resident Care Specialist
Regina Carter - Open Arms Programming Coordinator to Director of Life Engagement.

LOUISVILLE

Christina Fuentes - Concierge to Move In Coordinator
Candice Shorter - LPN to Lead LPN
Brooklyn Galt - LPN to Lead LPN
Jenna Tanquary - Dining Specialist to Lead Dining Specialist
Julie Terrel - Culinary Specialist to Lead Culinary Specialist



1st Quarter Ambassadors



Alec Slagle
Resident Care Specialist

Lane Stephens
Resident Care Specialist

Arcadia | Bowling Green, KY



Nicola McClure
Director of Culinary Services

Bonnie Little
Hospitality Specialist

Stilley House | Benton, KY



Julie Terrell
Lead Culinary Specialist

Mary Harmon
Concierge

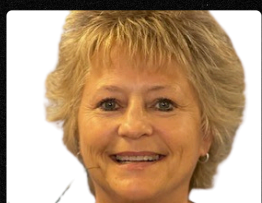
Arcadia IL | Louisville, KY



Sarah Lombardi
Director of Resident Care and Wellness

Robertha Richards
Resident Care Specialist

Arcadia AL | Louisville, KY



Jackie Saari
Director of Housekeeping

Maddy Rocchi
Dining Specialist

The Bluffs | Houghton, MI



Garrett Thomas
Director of Culinary Services

Rosario Alvarez
Dining Specialist

Arcadia | Pace, FL



Reba Marlin
Hospitality Specialist

Jon Marchese
LPN

Arcadia Clarksville | Clarksville, TN



Regina Carter
Director of Life Engagement

Laura Todino
Director of Community Relations

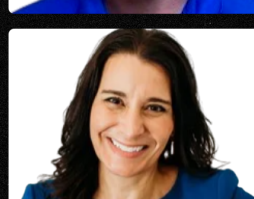
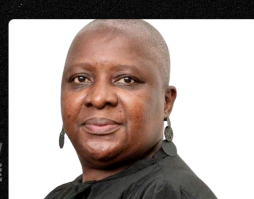
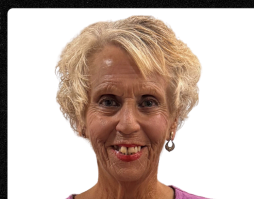
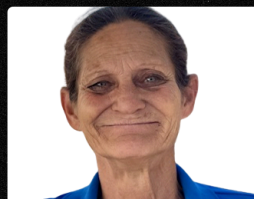
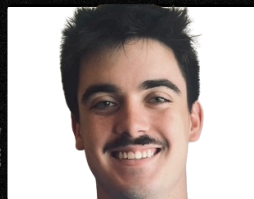
The Lakes | Paducah, KY



Ashley Thompson
Culinary Specialist

Brenda Puckett
Dining Specialist

RobinBrooke | Elizabethtown, KY



5 Pillars of Arcadia Ambassadors

S
T
A
I
R

We Put
Safety
First

We succeed through
Teamwork
and Togetherness

We are
Accountable
for our results

We Act with
Integrity

We
Respect
all Viewpoints

"The biggest
adventure
you can ever
take is to
live the life
of your
dreams."

- *Oprah
Winfrey*