



-Eskaton Activity Directors:  
Kathleen, Carly, Angela, Dina and Jane

# We are Eskaton

## Career Spotlight: Activity Directors of Eskaton

Meet some of our talented and passionate activity directors. From developing schedules to meet residents' needs to organizing fun outings and events, these amazing staff members enhance the quality of lives of the people we serve. We recognize all they do for their communities — including driving the bus and taking residents to appointments. Read what they said about working with older adults:



### THE ESKATON GNOME PROJECT ESKATON LODGE CAMERON PARK

In 2014, Carly Amatisto, a Recreational Therapy graduate from Sac State, designed a program to enrich the lives of our residents. The project connects older adults with volunteers to enjoy summer travel. Gnomes are made from Ensure bottles, yarn and felt. Each resident receives a photo album of their gnome's travels. "I love my job because I can use my creativity to solve problems and develop new ideas to help older adults," said Carly who joined Eskaton in 2013.

-Carly and Peggy Strockis, resident



**Julie Sagastume, ECCG**  
Joined Eskaton in 2013

"I love to help residents accomplish tasks that give them a sense of purpose and a greater quality of life."



**Michele Ozanich, EVGV**  
Joined Eskaton in 2009

"We have the opportunity to make a difference in their lives and bring meaning and joy in this stage in their lives."



**Pristina Zhang, EVC**  
Joined Eskaton in 2015

"I love the residents and being able to make them smile."

.....  
**Advice for people new to the field of aging services:**



**Paloma Palomares, ELGR**  
Joined Eskaton in 2011

"Spread love, love and more love."



**Kathleen Smith, ECCM**  
Joined Eskaton in 2006

"Change is inevitable. Go with the flow."

## LOVE ESKATON?

REFER A FRIEND  
AND EARN A  
\$500 BONUS

**Step One:**

Let the hiring manager know you are making a referral.

**Step Two:**

Receive \$300 within 10 days after the new hire successfully completes 90-day introductory period.

**Step Three:**

Receive \$200 within 10 days after the completion of the new hire's 6-month date of employment.

*Note: Subject to employment tax deduction*

## HELPING TO MAKE OUR COMMUNITY A HOME

Jack Chandra joined Eskaton Monroe Lodge in January of 2000 and was placed in charge of after hours reception and campus patrol. He was later promoted to campus patrol supervisor. On-the-job training was essential to his success.

"I also attended many in-service classes conducted by Eskaton, which were very helpful," said Jack.

"The thing I like most about my job is that I am able to provide help to my residents when help is needed most," said Jack, an Eskaton Guardian Angel.

"Jack takes the opportunity to get to know our residents and family members. He truly cares about their wellbeing," said Executive Director Tristin Benjamin. "Jack takes great pride in his leadership role within the community. He promotes feelings of safety and security. After so many years of service, Jack knows our community inside and out, as if it were an extension of his own home."



-Jack, an Eskaton Guardian Angel

## WE CARE ABOUT YOUR FEEDBACK

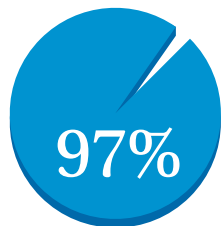
### HAVE YOU COMPLETED AN ESKATON SATISFACTION SURVEY RECENTLY?

Eskaton is randomly sampling 10% of staff, residents and families **EACH MONTH** with the desire to understand in real time how we are doing and how we can continually improve upon things that matter to you, our residents and families. The goal is that you will not receive a survey more than once every three months.

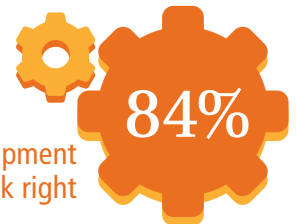
Over 850 staff, 2,000 residents and 1,000 families have completed surveys since October 2016. Here is what we are hearing from your peers.

If you have questions, please contact Therese ten Brinke at [therese.tenbrinke@eskaton.org](mailto:therese.tenbrinke@eskaton.org) or 916-334-0810.

Nine month trend results from employees:



I know what is expected of me at work



I have the materials and equipment I need to do my work right

At work I have the opportunity to do what I do best everyday

88%



There is someone at work who encourages my development

85%

The mission or purpose of Eskaton makes me feel my job is important





# CELEBRATING LONGEVITY

## OCTOBER THROUGH DECEMBER 2017



**30 Years**  
**Ella Cry**

RNA/CNA  
Eskaton Village Carmichael  
Care Center

“It has been a wonderful experience working in assisted living and memory care, and skilled nursing where I love to be. For me, it’s not just a job, but a skill that I love.”



**30 Years**  
**Cathy Sailor**

VP, Affordable Housing  
Eskaton Administrative Center

“It’s an honor to work with wonderful, dedicated people whose desire to improve the lives of older adults, has been truly inspirational all of these years.”



**25 Years**  
**Linda Neal**

Director of Resident Services  
Eskaton Village Carmichael

“When I first started working at the Village, I told everyone how wonderful the residents were and it was like having 400 grandparents.”



**20 Years**  
**Raisa Topchiy**

LVN  
Eskaton Care Center Manzanita

“I enjoy working at Eskaton Care Center Manzanita and I love what I do. When I have something good, I don’t want to let it go.”



**20 Years**  
**Korestina Sagala**

CNA  
Eskaton Care Center Fair Oaks

“I cannot believe I have been working this long at Eskaton! I am thankful that I have been treated as a professional.”



**20 Years**  
**Sanita Chand**

Housekeeper  
Eskaton Care Center Greenhaven

“I’m thankful they have great management and staff here at Eskaton Greenhaven. I believe you’re never too old to set goals, so let the sky be the limit.”

## PROMOTIONS

JUN 2017 to SEPT 2017

### EAC

**KAREN THATCHER**  
Payroll Specialist

**DEVANIE SEAY**  
IT Trainer

### ELGR

**GLEN GILLUM**  
Executive Director - RCFE

**PALOMA PALOMARES**  
Activity Director - Res Srv

### ECCFO

**JESSICA STILWELL**  
Personnel Clerk

**SHARI MONTEZ ESTERLY**  
Business Office Mgr - SNF

### ELCP

**EUNICE MWAMINI**  
Resident Medication Asst

### ELGB

**CINDY MANZER**  
Receptionist I

**RUBEN LIQUIGAN**  
Lead Wait Person

**CARLA PASCUAL**  
Resident Medication Asst

### EFWL

**DENISE DOTSON**  
Lead Wait Person

**HEIDI ROSTAD**  
Activities Assistant

**BARINDER KAUR**  
Wellness Nurse

**DEANN LIVELY**  
Resident Medication Asst

**GBOLAHAN ALLI**  
Resident Medication Asst

### EVR

**CHLOE HARKLERODE**  
Activities Assistant

**CANDICE BECKER**  
Receptionist I

**BIANCA CAPUTO**  
Receptionist I

**SAVANNAH RIVES**  
Move-In Coordinator

### EVC

**SHAHRZAD SOBHI NAJAFABADI**  
Food Services Supervisor

**ERMI CRADDOCK**  
Registered Nurse CHG

**JEZZA MAE GUTIERREZ**  
Resident Medication Asst

### TP

**ANA ONATE**  
Resident Medication Asst

**TARA SPENCER**  
Resident Medication Asst

### EVP

**JANETH ANGEL**  
Resident Medication Asst

**JOURNAIS RAMQUIST**  
Resident Medication Asst

**LORELEI EVANS**  
Cook



## YOUR VOICE COUNTS!

Employees of Eskaton are sharing their ideas to improve the workplace for everyone. For the past six months, three different Workforce Development Committees have been meeting to discuss opportunities to:

- 1) Improve the first 90 day experience for new employees
- 2) Improve pay and benefits
- 3) find creative ways to recruit and retain team members.

Each of these teams is comprised of both management and hourly staff members. Now, more than ever we need to find new ways to make Eskaton stand out from the competition. We need your input. If you have a suggestion or idea to improve your workplace, or if you would like to participate in the next Workforce Development Subcommittee, send an email to [terry.ervin@eskaton.org](mailto:terry.ervin@eskaton.org) or text Terry at **916-716-9032**.

*You can make a difference.*

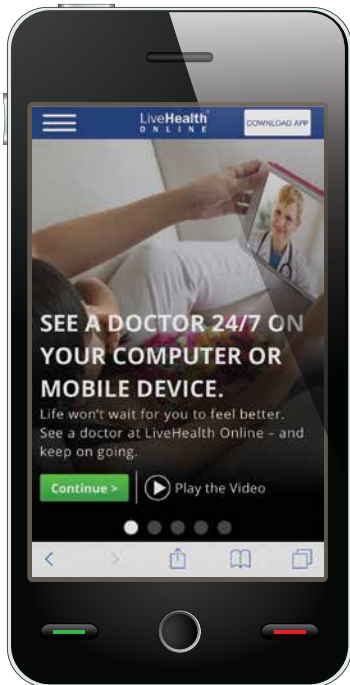
## GET A BIOMETRIC SCREENING AND RECEIVE \$30 IN YOUR PAYCHECK

- Attend a FREE and confidential biometric screening in October or November.
- Screenings are offered at 15 Eskaton locations and employees can go to ANY location.
- Biometrics include: height, weight, body fat, cholesterol, BMI, blood pressure, waist circumference, and health risk assessments with health care professionals.
- Check your wellness board or go to [eskaton.org/biometric](http://eskaton.org/biometric) to see dates and locations.

**Sign-up on your Wellness Board today. Questions? Call Amber Parker at 916-334-0810.**



## MOBILE HEALTH CARE FOR YOU AND YOUR FAMILY



With **LiveHealth Online**, you don't have to schedule an appointment, drive to the doctor's office and then wait for your appointment. You don't even have to leave your home or office. And you don't need health insurance to use this benefit.

Doctors can answer questions, make a diagnosis and prescribe basic medications. With LiveHealth Online, you get:

- Immediate doctor visits through live video on your tablet or smart phone
- Your choice of U.S. board-certified doctors
- Private, secure and convenient online visits

Doctors are available 24/7, 365 days a year. Some of the most common uses include:

- Cold and flu symptoms such as a cough, fever and headaches
- Allergies and sinus infections
- Family health questions

Enroll for free at [livehealthonline.com](http://livehealthonline.com) or on the app, and you're ready to see a doctor.

If you are covered by Eskaton's insurance, you just pay your co-pay. Otherwise, your visit is only \$49.

**LiveHealth**<sup>®</sup>  
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