



Inside this issue:

Trish Talk 1 & 2

Agency Highlights 2 - 5

Focus on Wellness 5

Employee Profile 6

HR News and Notes 6 & 7

Birthdays 7

Anniversaries 7

Trish Talk

What a great start to 2016! Great weather, LeafBridge and Oakleaf program names announced, and many children and adults served thanks to your hard work and compassion. I hope that all is well with each of you, both professionally and personally.

In place of my typical Trish Talk note, please see the attached UCP of Greater Cleveland Strategic Plan 2016-2017 Executive Summary. I have spoken and written of our planning process over the last several months. We began by requesting input from representatives of all groups relevant to our future: UCP staff, UCP board members, UCP clients, family members of children and adults served, Cuyahoga County Board of Developmental Disabilities, funders, and donors. We are now simultaneously addressing the agency's goals related to fundraising and marketing as well as growth of our programming in LeafBridge (formerly known as Children's Services), OakLeaf (formerly known as Adult Services) and Assistive Technology.

I encourage you to review this summary and have discussions with your coworkers and your supervisor. We will need the support of each and every one of you to meet these strategic goals. I welcome your comments, questions, and suggestions at any time. Please feel free to stop into my office, email me at totter@ucpcleveland.org or call me at ext. 1275.

Goal	Strategy	Intentions	Measurable Outcomes
1. Increase agency's philanthropic revenue	Reduce reliance on client service revenue by increasing philanthropic revenue	* Develop and initiate a donor recognition and stewardship program	Improved year-to-year donor retention to 50%
		* Engage Board of Directors in all levels of fundraising	20% growth in board solicited contributions in 2016. 10% additional growth in 2017 and another 10% in 2018
		* Develop and Implement a Major Gifts Plan to include individual donors, corporate sponsorships & planned giving	Add Director of Major Gifts position and establish definitions, goals, procedures and guidelines by mid 2016. \$110,000 secured in 2016 and \$X in 2017 & 2018 (TBD by 3/31/16)
2. Heighten UCP's stature as premier service provider and thought leader in both children's and adult services	Strengthen marketing of UCP's programs and services as well as increase fundraising and community awareness	* Develop brand for each program and develop/execute a marketing plan	Brand both programs, and develop and implement marketing plan by June, 2016. By December, 2016: 1 new school contract, 10% increase in number of adult job placements, 1 new Supported Employment Site and 10% increase in new donors. By December 2016, online/mobile donations will increase by 200%, to more than 500 individual donors. By December 2016, website visits to new brands page will increase by 10% over 2015 page visits.



Trish Talk (cont.)

3. Become the premier provider of Children's Services in Northeast Ohio	Increase Children's Services revenue with long term goal of self sustainability	* Define and market our expertise	Analysis & marketing materials completed/ action steps by 4/16
		* Attract and retain high quality staff	Retain professional staff at 85% or better as of 12/16
		* Determine how to leverage relationships shared by CS, AS & Development	Five new connections each year resulting from leveraged relationships
		* Grow school therapy contract business	Increase school therapy contract business by one district annually and overall school income by 10% as of 12/16
		* Grow independent assessment and assistive technology evaluation business in schools	Increase individual assessment/assistive technology evaluation revenue by 50% by 12/16
		* Assess growth of day treatment programming	Financial analysis completed and decision made regarding maintenance/growth of program by 5/16.
		* Determine appropriate capacity for in-house therapies	Financial analysis completed by 4/16. Action steps completed by 11/16.
4. Become the premier provider of community integration/ employment services in Northeast Ohio	Build upon expertise and take full advantage of relatively long history of community employment experience	* Adapt Adult Services programming to meet regulatory mandates and changes in funding	Full implementation of Project Transformation Plan including all staff being fully trained by 12/16. Decision made on supportive software by 6/16. Financial analysis completed by 3/17. Decision made on supportive software by 6/16.
		* Build our employer network	10% increase in placements in 2016, 1 SES added by 12/16, and 90 new employer solicitations by 12/16
		* Grow Transition Services business	Add one Project Search site by 12/16
		* Prepare for shift of clients out of CCBDD direct services (employment, day services & transportation)	Completion of space, staffing, revenue/ expenses analysis by 3/17
		* Operate senior's programming at full capacity and expand as feasible.	Reach and maintain capacity by 6/16 and determine feasibility of expansion by 9/16.
5. Maximize service and revenue benefits of assistive technology expertise	Enhance menu of current assistive technology service offerings to children and adults with developmental disabilities	* Defined menu of assistive technology services	Updated, defined menu of assistive technology services for both Adult Services and Children's Services by 4/16 - to be used internally and externally
		* Explore expansion of our level and scope of assistive technology services	Analysis and documentation of capacity and competition completed by 6/16
	Grow assistive technology services to needs outside of the developmental disabilities consumers	* Meet unknown community needs of assistive technology services	Listing of community needs (hospital/ occupational rehab) and a plan to target them if financially feasible by 12/16

Agency Highlights

LeafBridge, a Center of Excellence for Children. Congratulations to Anita MacGregor, Physical Therapist, on the arrival of her new baby girl in February. Welcome back Amanda Stohrer, Occupational Therapist Manager, as she returned from her maternity leave and congratulations on the arrival of her new baby boy.

Our traditional therapy and Steps to Independence programs served 213 clients. 32 clients were from our OakLeaf ADS program for new/modified equipment and exercise programs. We continue to provide quality services to the greater Cuyahoga County area as well as Lorain, Portage, Geauga, Summit and Lake Counties. Our in-house

(Continued on page 3)

Agency Highlights (cont.)

therapies continue to provide an educational model for a variety of local colleges and universities (Cleveland State, Ohio State, Ohio University, Tri-C, Lorain Community College, Kent/Ashtabula, and University of Toledo) that serve Occupational, Physical and Speech Therapy students. We also partner with the Cleveland Clinic to provide their clinical residents with observation and educational opportunities to learn more about long-term therapy programs as well as chronic care of children and adults with a variety of physical disabilities.

Our school therapy program currently services over 350 students in 7 school districts. The school-based therapists are well trained in therapeutic intervention as well as having a good understanding of the multi-complex child. Congratulations to Rachel Verde and the Maple Heights School District Therapy Team for introducing "**Brain Breaks**" to the school district and sharing it with other staff in other school districts. The concept of Brain Breaks is for the student to take a 3 minute Brain Break after approximately 30 minutes of concentrating on school work. This cognitive break helps the child to refocus and stay fresh. (Source: <http://brainbreaks.blogspot.com>).

We continue to grow our professional services by providing extensive Independent Educational Evaluations as well as Assistive Technology Assessments to a variety of school districts and independent providers. LeafBridge staff has reached out to 33 school districts to introduce our school-based Extended School Year services and the expertise of our evaluation teams.

- LeafBridge staff attended the 18th Annual Summer and Beyond Fair on February 27th. Over 50 organizations and camps were represented with over 300 families in attendance. UCP, as an advocacy agency, was able to supply information to families for children from 0-22 years of age.
- LeafBridge Day Program celebrated "Have Fun at Work Day" with a musical parade with staff and clients at the Wolstein building. It was a great reminder of the power of music and laughter!
- Several young ladies from our LeafBridge programs attended a very special Prom night. The Tim Tebow Foundation hosted a Night to Shine Prom Night in 48 states and 8 countries around the world to celebrate people with special needs ages 16 and older. 30,000 guests shared the same amazing prom experience on the same night around the world.

OakLeaf Homes (formerly known as Group Homes). Both the Edendale and Memphis Homes had a fun first quarter of 2016. Just like some folks celebrate Christmas in July, the Edendale clients had a little bit of summer in December with a Virgin Cocktail Line Dancing Night. Everyone at the Memphis and Edendale Homes enjoyed the OakLeaf Christmas Party at Wolstein. Hats off and thanks to Aretha Johnson, Home Manager of Memphis, for providing the gorgeous center pieces for this event! In January there were several one-on-one dinner outings so everyone had a special dinner with the staff. We all had a happy Valentine's Day and welcomed a new Edendale Home Manager, Warren Jackson, at the end of February. We are very happy to have Warren on board and he has already brought a positive atmosphere to the Edendale Home.

OakLeaf Job Training (formerly known as Organizational Employment (OE)). One OE client was given an extension on his Supported Employment Situational Assessment and transferred from Reese Pharmaceutical to Oatey where he is doing well. A second OE client participated in a Situational Assessment at Oatey during the month of February. At this manufacturing site, he was trained to assemble various plumbing components and pack completed products. However, his job interests go beyond assembly work and he decided that he would also like to gain experience in a retail/fashion work environment. He has returned to OE until another opportunity becomes available in retail. An ADS client began a one month assessment in OE in February. Her assessment is being extended an additional month to ensure she is a good fit in OE.

The OE Giving Back Group is now being led by our client employee, Amy Hook. Under her leadership, they began raising money for UCP's Annual Harvest for Hunger Campaign early by selling Malley's Easter candy. They've already raised \$480, nearly half the \$1,000 goal. Other Harvest for Hunger activities are planned by the Giving Back Group leading up to, and including, a Chili Cook Off finale on May 6th.

A newer OE staff member, Tiffany Jackson, began facilitating two new Employment First classes: Job Club and Budgeting.

Interviewing has begun for the next Jesuit volunteer who will begin in August and will be full time as opposed to 20 hours per week as in previous years. This expanded role will include facilitating community integration opportunities for OakLeaf clients.

OakLeaf Partners (formerly known as Community Employment (CE)). The CE department continues to move forward, to satisfy the requests of clients interested in employment services. In addition to clients referred to CE for job placement, our clients in OE are also taking advantage of these programs. They are participating in Supported Employment Situational Assessment opportunities. Other clients are working to realize their ultimate job goals through career exploration.

(continue on Page 4)

Agency Highlights (cont.)

From Job Coach to now Job Placement Specialist, Christy Wise is one of the CE employees extending her efforts to assist with career exploration. Many of the clients in CE participated in career exploration with our Job Placement Specialists. This is an additional step to prepare job seekers for competitive employment and ultimately secure the best job placement. For example, Nick M., a client at Oatey SES, is working with our Job Placement Specialists to develop a position at a movie theater. He is awaiting the opportunity to shadow a worker, to gain more insight to employment in such a work environment. Sharita T., a client at PNC, another CE site, is also involved in career exploration. She is pursuing a position at Beck Center for the Arts. Steps are in process to network with the Beck Center and for Sharita to team up with a mentor.

The growth of services and positive outcomes have led to the hire of two new team members. Adrienne Luck is a new Job Coach and she started her job role in November, 2015. Shortly after, Amanda Malone was hired as a Job Placement Specialist and started in January, 2016. The employment of both ladies is well-timed as regular services, such as job placement and assessments, continue to increase as seasonal programs like the Summer Youth Work Program begins to get underway.

OakLeaf Transition Services (formerly known as Project Search). OakLeaf Transitional Services has had another successful quarter. One of our Job Placement Specialists successfully placed seven clients within one week; another had two placements within one day! The success of our team is truly unprecedented and we are referring to them as Team AWESOME! We have hired two additional Job Placement Specialists to help us handle the growth in our program.

Within Project Search, we are working on finalizing details to open a new site at Lakeland Community College in Lake County.

As part of immersing ourselves in the culture of Mercy Hospital and getting to know employees in departments of the hospital that we don't generally work, we have assisted with multiple tasks in these departments to acquaint ourselves with these employees. We have also had managers in these new departments connect us to even more departments within the hospital. With these introductions, we have been able to build even more new relationships which have thus led to new internships.

In addition, we have also participated in community outreach programs with Mercy Hospital. One outreach program included going to the 2nd Harvest Food Bank with other members of the hospital. Together we helped bag up and ship out food for those in need. This gave us the additional opportunity to work side-by-side with doctors, nurses, Human Resource Managers, as well as members of the Foundation's office at Mercy Hospital. In this process we were also given the opportunity to know members of the 2nd Harvest Food Bank where our Project Search interns left a very positive impression with them as well.

We are also finalizing sites for the third year of our Summer Youth Program. Sites will include Aramark at the MetroParks Zoo and the Great Lakes Science Center in Cuyahoga County. We will have our first venture into Lorain County with a site at Best Buy located in Avon and Avon Oaks Caring Community Skilled Care Nursing facility.

Our Cleveland State intern, Kim Hayes, has been an incredible asset to our Agency. She is assisting with setting up Project Search parent involvement meetings for Cuyahoga County and Lorain County. She also has spent time working with Jill Summers at the Cleveland Clinic Project Search site. Her last day with UCP will be May 6.

OakLeaf Day Services-Westlake (formerly known as Adult Day Services (ADS)). We were happy to welcome back Gary B. who returned to UCP at the beginning of February. We also welcomed a new client, Jessica C., who joined us at the end of February. Jessica loves country music, coffee, "getting pretty", and socializing with staff and peers. She is adjusting really well and says that she likes her staff and peers.

The Westlake clients' activities included a Valentine's Day Ice Cream Social and entertainment from guitarist Annette Keys. The clients prepared and presented their Black History Month dioramas at Wolstein. Some of the outings included attending the Omnimax "Secret Ocean" theater presentation, the Natural History Museum, the Women's Aviation Museum, the IX Center Home and Garden Show, the IX Center Car Show, the Botanical Gardens Orchid Mania, and the Rockefeller Greenhouse exhibit.

OakLeaf Day Services-Highland Hills (formerly known as ADS). We have welcomed two new clients and we continue to receive inquiries for additional tours for potential new clients. The clients really enjoyed doing various winter crafts and enjoyed the live music from Rob and Andrea Coleman during the Ice Cream Social for the Valentine's Day party. We have also enjoyed outings in Cleveland from the warmth of the Rainforest to the Natural History Museum and picking up some sweet treats at the West Side Market. Highland Hills is excited for what new activities and outings will be coming in the Spring!

OakLeaf Day Services-Wolstein (formerly known as ADS). Activities were plentiful at Wolstein which often included clients from Westlake and Highland Hills. In January, there were community outings determined by client requests which included the MetroParks Rainforest, Dave and Buster's, and B.A. Sweetie Candy Company. Clients also went on a

(continued on Page 5)

Agency Highlights (cont.)

great sensory stimulating outing to the Omnimax theater to see the production of "Secret Ocean." Other community outings included the West Side Market, Natural History Museum, and Women's Aviation Museum.

February was the Black History Month Speaker's Series. In addition to many well respected speakers which included teachers, counselors, doctors, and professors, Fox 8's news anchor, Wayne Dawson, came to UCP to meet our clients and sit for a Q&A session led by our clients.

On Valentine's Day, all locations had Ice Cream Socials and Wolstein clients played bingo which includes prizes for the winners.

March was the month for the Wolstein Pay to Play Carnival to raise money for Harvest for Hunger. The St. Martin de Porres students volunteered and assisted our clients run all the games. St. Patrick's Day was the day for "wearing of the green" and celebrating at the St. Patty's Day party. Finally, the month ended with a Lip Sync Battle where staff partnered with clients for a lip sync contest! All ADS locations participated and really had Wolstein rocking and rolling.

Development News. It's time for the Race to Empower 5k and 1 Mile Fun Run! Come out and support the Agency while having a great time. Employee teams are wanted! Join with your program co-workers to build the largest team at UCP. The biggest program team (by percentage) wins a pizza party and any individual employee who raises \$100 or more through fundraising will get their \$20 registration returned.

Registration is \$20. Please contact Emily (ext. 1232) or Tammy (ext. 1228) in Development for more information and to register. The Development Department is also happy to help set up individual and team fundraising pages.

The event will be held on Sunday, May 1st, with the race starting at 9:00 am sharp. Be ready to run and show your team spirit!



Focus on Wellness

Sleep training for grown-ups: Sleeping through the night boosts your mood.



A good night's sleep can put a spring in your step and a smile on your face. And you can make that smile all the brighter by focusing not just on quantity — how many hours of shut-eye you get — but also on quality. As anyone who has parented a newborn — or a puppy — knows, frequent awakening throughout the night can wreak havoc on your mood. In fact, new research suggests it may take more of a toll than getting less total sleep. If your sleep feels like popcorn on a hot pan, you may be missing out on the deep, slow-wave sleep that's so restorative for your health and your mood. For better zzz's — not just more of them — Cleveland Clinic sleep specialist Michelle Drerup, PsyD, recommends the following:

- Take action on distraction.** Go all out to minimize disruptions — eye masks, white noise or earplugs, dark window panels...the works! And avoid being awakened by beeps: Turn off or silence your cell phone and other devices.
- Become a bedtime technophobe.** Tablets, laptops and smartphones emit blue light, which interferes with your body's natural sleep cycle. Save your screens for daytime use.
- Just say no to coffee in the afternoon** — and alcohol too close to bedtime. Both of these beverages can disrupt sleep.
- Be queen or king for a night...**every night. Make sure your throne — meaning your mattress — is comfortable, supportive of your spine, and encased with breathable cotton sheets.
- Stay cool.** Your bedroom should be cool, around 65 degrees. If the temperature is too warm, it may interfere with your body's natural nighttime dip in temperature, causing you to feel restless.
- Stick to a sleep schedule,** even on weekends. Boring? Possibly. But well worth it. Shift your late-night fun back a few hours.

Employee Profile



Dana Stratz became a part of UCP as a Site Support Specialist in Vocational Services (now OakLeaf CE) in February, 2014. Dana is a native Clevelander and despite the weather, she has never been able to leave her beloved hometown. She graduated from John Carroll University where she majored in Sociology. Dana originally focused her studies on poverty, and dreamt of eliminating the barriers that presented themselves to this population. It was not until her last semester that she found her niche working with young adults with disabilities.

Dana began her career in an internship capacity with a philanthropic group of young adults with disabilities in Beachwood, Ohio called Youthability. It was here that Dana found her passion and inspiration to continue assisting people with disabilities. She has especially enjoyed her time at UCP assisting her clients become valuable members of Cleveland's workforce. She continues to be inspired by the inclusiveness and acceptance that employers show to her clients.

Dana continues to volunteer with Youthability weekly and has traveled with the group to Israel, Philadelphia, New Orleans, San Francisco, and Orlando. She recently became a parent to a chocolate lab named Finnegan. Finnegan has been helping Dana train for the 2016 Cleveland Marathon and doesn't let her miss a training session. Of course, Dana will also be participating in this year's Race to Empower and her boyfriend and her mother will be joining her.

HR News and Notes

Employee of the Month (EOTM). When the December edition of UCP's Employee Newsletter was published, a December EOTM had not yet been selected. So the recipient of that month's award is being recognized in this newsletter with the 2016 winners selected to date. Please join UCP in congratulating the following EOTMs: **December, 2015:** Lora Onafuwa, CE SES Support Specialist I; **January, 2016:** Aretha Johnson, Memphis House Home Manager; and **February, 2016:** Raheem Merritt, OE Habilitation Assistant.

Employee of the Year 2015. The recipient of this award is selected from all the 2015 EOTMs and is awarded a \$100 gift certificate in appreciation of their services to UCP and its clients. It was a very difficult decision since all of our 2015 EOTMs went above and beyond their normal work responsibilities. However, a decision was ultimately made. So please join UCP in heartily congratulating Miranda Dean, Memphis House DSP, for winning the first annual UCP Employee of the Year award.

Open Enrollment. The time to sign up for all your voluntary benefits began this week on Monday, 3/28. The Gallagher Marketplace is where you should select your health insurance or waive your right to coverage. The Marketplace will remain open through the close of business on Friday, 4/15. Please see HR if you have any questions or need any assistance in logging onto the Marketplace to make your insurance plan selection. Please remember that you must also waive your right to health insurance coverage on the Gallagher Marketplace as well.

The paper Open Enrollment Election Form was attached to the Open Enrollment package that everyone received if entitled to any of UCP's benefits. This form **MUST** be returned to HR with your selections for dental, vision and Short-Term Disability (STD). If you are not making any changes from your 2015 elections, please mark the box "No Change" next to each benefit, sign the form, and return to HR. If you are electing dental, vision or STD insurance for the first time, please see HR to obtain the necessary enrollment forms.

Please note that none of your benefits will automatically roll over. So if you do not elect any benefits on the Gallagher Marketplace and/or complete the Open Enrollment Election Form, your benefits will be cancelled.

Making a Change to Your Health Insurance.

This is a reminder that you can add or drop a family member from your medical insurance coverage **IF there has been a qualifying event as long as the change is made within 30 days of the qualifying event.** If you do not make this change within this time frame, you will be required to wait until Open Enrollment every April for the change to become effective on May 1st.

A qualifying event can be the birth of a child; an adoption of a child; a child reaching the age of 26 and/or obtaining medical insurance through their own employer; a marriage; a divorce; or the death of a spouse or child covered under your health insurance.

When a qualifying event occurs, the employee needs to meet with HR as you are required to present proof of the qualifying event. You will then be given instructions on how to go into the Gallagher Marketplace to make this change. After you have made this change in the Marketplace, we receive notification of this change request and we must approve it before it is finalized.

UCP OF GREATER CLEVELAND

10011 Euclid Avenue
Cleveland, OH 44106

Phone: 216-791-8363
Fax: 216-721-3372
Email:
info@ucpcleveland.org

Trish Otter,
President & CEO

Colleen Bennett,
Director of Human
Resources

George Neundorfer,
Maintenance &
Facilities Manager

Beth Lucas,
Chief Operations
Officer

Ken Ross,
Director of Finance
& Administration

Paul Soprano,
Director of Adult
Services

Intesar Taye,
Director of
Children's Services



HR News and Notes (cont.)

Did You Know? Medical Mutual has a free mobile app that you can use to download to manage your health plan information – anytime, anywhere. It is available for the most popular phones being sold today. With this app, you can:

View your spending information. View your claims, with more detail at your fingertips, including your deductible and out-of-pocket spending.

Find a Provider. Use your phone's GPS to find the nearest doctor, hospital or urgent care facility covered by your plan. Then you can get directions from your current location.

Access Your ID Card. When asked to provide a copy of your card at the doctor's office or hospital, simply email or fax your ID card to your healthcare provider, in a matter of moments, right from your phone. Medical Mutual has committed to add new features so you can get the most value from your health plan.

Changes in Dental Coverage. In previous years, Ohio required fully insured dental plans to offer coverage to dependents up to the age of 28 if they met specific eligibility criteria. In 2015, this was changed and plans renewing in 2016 are no longer required to offer this extended coverage.

The standard for fully insured dental plans is to match the Federal Mandate which requires coverage to the end of the month in which the dependent turns 26. Please be advised that if you have your adult children covered under UCP's dental plan that they may no longer be eligible for coverage if they are over the age of 26. See HR if you have any questions.

Birthdays - Happy Birthday to All of You!

March

Ericka Coleman-3/5
Tammy Willet-3/6
Timothy Wallace-3/6
Mary McHale-3/6
Regina Jackson-3/7
Dominique Poindexter-3/7
Daneen Crawford-3/8
Ardys Worship-3/8
Caitlin Kurilko-3/8
Leanne Krul-3/13
Dina Coleman-Deal-3/14
Tracy Lee-3/17
Rebecca Koler-3/17
Katlyn Kish-3/21
De'Andria Funches-3/21
Shanita Dozier-3/22
Daishone Sanders-3/26
Laurene Sweet-3/31
Jill Summers-3/31

April

Natalie Kutina-4/4
Andrew Kruse-4/6
Nicole Booker-4/8
Eric Hibinger-4/9
Davin Flowers-4/9
Christopher Goodman-4/13
Paul Soprano-4/14
Anita MacGregor-4/15
Amber Taylor-4/15
Heather Hoffman-4/27
Raynetta Jenkins-4/27
Jennifer Soros-4/29

May

Lakesha Porch-5/1
Khawanda Ewing-5/6
Vera Schneider-5/9
Renee White-5/11
Emily Stendalen-5/11

Lanise Priah-5/15
Austin Graham-5/18
Tiffany Straub-5/18
Santana Jones-5/18
Kayla Teague-5/19
Jermaine Goode-5/30
Ann Hopkins-5/31



Anniversaries - Congratulations and Thank You to All!

March

Carianne Raymond-3/5/2012-4 years
Michelle Sprinzi-3/5/2012-4 years
Areltha Johnson-3/7/2011-5 years
Colleen Bennett-3/19/2012-4 years
Beth Lucas-3/24/2008-8 years
Jill Wozniak-3/24/2008-8 years
Katelyn Kish-3/24/2015-1 year
Miranda Dean-3/24/2013-3 years

April

Mary Ellen Rhein-4/4/2011-5 years
Julia Holder-4/20/2015-1 year
Raheem Merritt-4/21/2008-8 years

Lora Onafuwa-4/22/2013-3 years
Rebecca Ravas-4/23/2002-14 years
Kenneth Ross-4/27/2015-1 year
Kashina Minor-4/28/2003-13 years

February

Hester Brown-5/10/2015-1 year
Jocelynn Ford-5/11/2015-1 year
Andrea Isaac-5/11/2015-1 year
Tranita McKenzie-5/11/2015-1 year
Vera Schneider-5/14/2007-9 years
Lakeysha Minter-5/19/2014-2 years
Aziza Gray-5/20/2013-3 years

Please advise me at cbennett@ucpcleveland or at extension 1327 if you prefer to not have your birthday or anniversary listed in the newsletter.