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Trish Talk

We were recently informed that the State of Ohio received initial approval of its Statewide Home and Community Based Services Transition Plan from the federal Centers for Medicare & Medicaid Services (CMS). Ohio joins Tennessee and Kentucky as the only states to date to achieve CMS approval. CMS regulates our adult programming and is our primary revenue source. We hope to learn soon of what the state of Ohio envisions in integrated activities, training and employment settings. In addition, the Cuyahoga County Board of Developmental Disabilities' (CCBDD) superintendent has invited UCP along with others to a Provider Forum on June 28th during which we will learn of CCBDD's plans to facilitate the transition of the adults they currently serve to programs offered by private providers like Oakleaf.

While these developments tell us that change is coming to how we serve adults, the change will not happen overnight. As we learn and receive updates, I will share them with you. This is an exciting time for our clients and for UCP. Rest assured that OakLeaf management staff are not only well informed and have up-to-date knowledge, but they are also called upon by many at the state and county levels to offer input to decisions concerning client services. We will do our very best to be informed of changes, to be proactive, and to be sensitive to client needs as well as yours. Your client-centered, compassionate approach to your work is what has built the agency's outstanding reputation and is what will carry us forward. Please let us know of any questions, concerns or ideas that you may have as we continue to grow!

As Oakleaf grows, so does LeafBridge! As a result of outreach to several school districts and our wonderful reputation among families, we have several more children in the clinic this summer than ever before.

Have a safe and fun summer. And, as always, thanks so much for all you do for UCP's clients and families. You are the very best.

Agency Highlights

OakLeaf Day Support (Wolstein, Highland Hills and Westlake formerly known as ADS): Highland Hills has been very busy enjoying the warm Cleveland weather we have all been experiencing. The clients there are taking walks and riding their tricycles outside. They are also reading and playing games out in this beautiful weather. They, like the Westlake and Wolstein locations, had a great time honoring their mothers at the Mother's Day luncheon. The Highland Hills clients also went out to local parks for snacks and ice cream. Highland Hills has welcomed one new staff member and anticipate the arrival of a few new staff as well. Westlake has a new client, Helen N., who joined their other clients on 6/6. Helen just graduated from Normandy High School and is adjusting well to the working world. The clients there have been swimming and enjoying the beautiful French Creek YMCA out in Avon. Outings included trips to the West Side Market, Hollstein Inclusive Park, the Cleveland Metroparks Zoo, Elyria Square Concert, and shopping at Crocker Park in Westlake. The ADS Activities Department gained a new employee. ADS assistant, LaTeira Ivory, was recently promoted to the newly-created second Activities Coordinator at UCP. Tee, as she prefers to be called, will focus on activities and community integration for our Highland Hills and Westlake day service programs. Congratulations LaTeira! Upcoming summer fun



Agency Highlights (continued)

events will include cook-outs at the end of June at our Westlake, Highland Hills, and Wolstein locations, as well as the infamous Luau parties in August. Staff and clients are also preparing and organizing a rummage sale that will be Friday, August 12th. We are currently asking for any gently used items that you would like to donate to our sale (no clothes please). Any questions please call LaKeshia Porch at 216-791-8363 ext. 1230.

Oakleaf Partners (formerly known as CE): The Community Employment Department continued to spread its wings over the last quarter. The steady growth of individuals seeking services has led to the establishment of a new position in CE. Christine "Chris" Faile started this new position as an Adult Services Case Management Associate on April 11th. Her responsibilities are fundamental to the daily functions of the department and range from developing systems to keep track of BVR and County Board authorizations, tracking and directing staff to annual training and ensuring compliance with requirements and entering new clients into Solana. The extra support of Chris comes just in the nick of time with the addition of Compass Health, a new vocational training site. Compass Health is located in Brookpark and the main duties of clients will be packaging healthcare equipment. Employment Specialist Lora Onafuwa, is facilitating the initial start-up of Compass Health and training the new workers. Furthermore, as the development of this new site moves forward, two existing sites Oatey SCS and Oatey SES merged. Prior to this commencement, the clients participated in a meet-and-greet to formally get to know their new coworkers. The sites officially united on June 13th at the Oatey SES location. A total of 20 clients will now work at this site along with two site supervisors. Charles Freed will continue his duties as the Site Supervisor at Oatey SES, but he will be teaming up with Janet Bibbins to share responsibilities. Janet is new to the Community Employment team. Janet was promoted from the Westlake ADS program where she was an ADS Assistant. Janet replaced Matt Basenback who has transitioned into a new job role as a Job Coach. Congratulations Matt and Janet and welcome Chris!!!

Oakleaf Homes (formerly known as Group Homes): Edendale welcomed a new Home Manager, Warren Jackson, this Spring and he has been a wonderful addition to the home. He has really brought about a fun atmosphere to the workplace for staff and for clients alike. We have enjoyed going to the monthly St. Joseph dances, music on the patio, and plan to do much more outdoor fun in the months to come. Congratulations to the Edendale Staff and both Residential Home Managers on all of their hard work toward a terrific Medicaid survey. The Program Manager, Hester, is so proud of you all. The Residential Home Managers have been talking about some activities that we could do together and in smaller groups. We already sent a group to a Comedy Show and are hoping to plan a trip on the Goodtime III and a road trip to Put in Bay together. In addition, we hope to have some summer parties and friendly games together. Memphis has planned some fun activities for the clients this summer. There will be trips to Dave and Busters, the new Jack Casino, and some concerts in upcoming months.

LeafBridge, a Center of Excellence for Children: Congratulations to Caitlin Kurilko on the delivery of her new baby girl in the month of March and Meghan Mingee on the delivery of her new baby boy in the month of May. Welcome back Anita MacGregor on your return from your maternity leave and again congratulations on your baby girl.

Our school therapy program currently services over 350 students in 7 school districts. UCP's school therapists have finished another successful school year. The school districts are extremely pleased with our services and our dedicated staff and we are extremely proud of our committed staff.

Our therapists and front office staff are preparing for our Steps to Independence Summer Program. Hiring of temporary staff, completion of full schedules and training are under way. The therapists are working on themes for Steps, such as Bug week, Market week and Camp week. Please be aware that families will be here for longer periods of time and the front parking lot will be full.

Mani's for Maddie was a big success. Twelve girl scouts came and gave manicures and polished finger nails as a fundraiser for a child who was hospitalized for over a month. After the event was complete, Becky Ravas, LeafBridge Physical Therapy Manager, demonstrated the variety of equipment we have in our therapy gym. The girls had a chance to try the equipment and had a blast!

Our therapy staff, with the help of George Neundorfer and Ryan Dew, re-organized the entire therapy gym and treatment areas. Come and see our remodeled therapy area.



Continued on page 3

Agency Highlights (continued)



Oakleaf Job Training Services (formerly known as OE): Congratulations to our Oakleaf Job Training client, Jesse, who was permanently placed in the Supported Employment Site at Oatey Manufacturing where he had been participating in a situational assessment. He also received the Boots Fisher Award for his increased independence at UCP's Annual Meeting which was held on June 16. Welcome back to this former client who participated in our Summer Work Experiences and Organizational Employment before leaving UCP for another agency. He has decided there are more opportunities in Oakleaf Job Training to improve his data entry skills and advancing to community employment.

The Giving Back Group successfully raised over \$1,600 for UCP's Annual Harvest for Hunger Campaign, the largest amount ever raised. Great job Amy Hook, the new leader of the Giving Back Group. A new Jesuit volunteer has been assigned for 2016/2017. Emma Sikes will begin her year of service at UCP on August 17. We will be wishing our current JVC volunteer, Allie Tsubota, good luck as she moves on to her next adventure, teaching dance to people with Parkinson's in NYC. Allie's last day will be August 5.

Oakleaf Transition Services: We have had a very successful Career Exploration session. Jill Summers did an exceptional job in planning and facilitating this three week program. Community outings included trips to the art museum, Ronald McDonald House, Geracy's Pizza, Giant Eagle, the cultural gardens, and the farmer's market near the Cleveland Clinic. In addition, Jill arranged for our student participants to shadow various departments within the Cleveland Clinic. The three weeks culminated in a donut party enjoyed by all. At the end of the session, all five students were able to identify jobs they would be interested in.

You will see many new faces in the OakLeaf Partners and Transition Services area. New staff include: Terri Morris, a new Transition Services Specialist, who comes to OakLeaf Partners with much experience. Gabrielle Hawkins will be a Job Coach at University Hospital Parma Medical Center. She moved here from Bowling Green and we are very happy to be adding her to our staff. Adrienne Luck will be transferring from OakLeaf Partners as a Job Coach to Transition Services as a Transition Specialist.

We had a very successful Project SEARCH wrap-up meeting at University Hospital Parma Medical Center. There was representation from all five sites, and it was very rewarding to review all of the great things that happened over the course of this past year.

Andy Kruse, Job Placement Specialist and Sharon Meixner, Transition Services Manager will be attending and presenting at the Project SEARCH conference in Orlando, Florida in August.

We have had 59 placements to date, one pending, We are almost at 60! Staff continue to receive accolades for their outstanding work daily. Our team continues to do an outstanding job due to their diligence and are responsible for Oakleaf Partners being a premier provider of services.

Development: You may have noticed that many of our new collateral materials are beginning to arrive. Now that our new department branding is complete, please make sure you are incorporating the new logos and program names into all of your daily materials and correspondence. Be sure to:

- Make sure you are using the correct names and logos on documents

- Use the standard email and voicemail messages for your department

- Do not use any old brochures or handouts with old logos. Call George to recycle any old brochures and post-cards you may have in your department or location.

- Begin using the new brochures and letterhead!

If you have any questions about changing your standard messaging or new materials, please contact the development department, we will be happy to help you!

As many of you know, Team UCP at the Cleveland Triathlon has been a cornerstone of not only our fundraising, but also family engagement for the past eight years. It is a wonderful event that pulls together families we serve, volunteers, staff members and donors in support of the children and adults we serve. **We need your help.** It takes a minimum of 120 volunteers to help to make this event run smoothly. Please consider volunteering and helping our organization with this great event. It would also be very much appreciated to sign your family members and friends up to volunteer! There are volunteer opportunities on Friday, July 29th, Saturday, July 30th and the main event is Sunday, July 31st! To register to volunteer, contact: Emily Hastings at 216-791-8363 ext. 1232 or ehastings@ucpcleveland.org.



Focus on Wellness: Don't Just Sit There!

We know sitting too much is not good for us and most of us intuitively feel a little guilty after a long TV binge. But what exactly goes wrong in our bodies when we park ourselves for nearly eight hours per day, the average for a U.S. adult? Many things, say four experts, who detailed a chain of problems from head to toe of the following organ damage.

Heart disease

Muscles burn less fat and blood flows more sluggishly during a long sit, allowing fatty acids to more easily clog the heart. Prolonged sitting has been linked to high blood pressure and elevated cholesterol, and people with the most sedentary time are more than twice as likely to have cardiovascular disease as those with the least.

Overproductive pancreas

The pancreas produces insulin, a hormone that carries glucose to cells for energy. But cells in idle muscles don't respond as readily to insulin, so the pancreas produces more and more, which can lead to diabetes and other diseases. A 2011 study found a decline in insulin response after just one day of prolonged sitting.

Colon cancer

Studies have linked sitting to a greater risk for colon, breast and endometrial cancers. The reason is unclear, but one theory is that excess insulin encourages cell growth. Another is that regular movement boosts natural antioxidants that kill cell-damaging—and potentially cancer-causing—free radicals.

Muscle degeneration

Mushy abs - When you stand, move or even sit up straight, abdominal muscles keep you upright. But when you slump in a chair, they go unused. Tight back muscles and wimpy abs form a posture-wrecking alliance that can exaggerate the spine's natural arch, a condition called hyperlordosis, or swayback. **Tight hips** - Flexible hips help keep you balanced, but chronic sitters so rarely extend the hip flexor muscles in front that they become short and tight, limiting range of motion and stride length. Studies have found that decreased hip mobility is a main reason elderly people tend to fall. **Limp glutes** - Sitting requires your glutes to do absolutely nothing, and they get used to it. Soft glutes hurt your stability, your ability to push off and your ability to maintain a powerful stride.

Leg disorders

Sitting for long periods of time slows blood circulation, which causes fluid to pool in the legs causing poor leg circulation. Problems range from swollen ankles and varicose veins to dangerous blood clots called deep vein thrombosis (DVT).

Soft bones

Weight-bearing activities such as walking and running stimulate hip and lower-body bones to grow thicker, denser and stronger. Scientists partially attribute the recent surge in cases of osteoporosis to lack of activity.

Foggy brain

Moving muscles pump fresh blood and oxygen through the brain and trigger the release of all sorts of brain- and mood-enhancing chemicals. When we are sedentary for a long time, everything slows, including brain function.

Bad back

When we move, soft discs between vertebrae expand and contract like sponges, soaking up fresh blood and nutrients. But when we sit for a long time, discs are squashed unevenly causing an inflexible spine. Collagen hardens around tendons and ligaments. People who sit more are also at greater risk for herniated lumbar disks

Mortality of sitting

People who watched the most TV in an 8.5-year study had a 61 percent greater risk of dying than those who watched less than one hour per day.

- 4% - 1-2 hours of TV per day
- 14% - 3-4 hours of TV per day
- 31% - 5-6 hours of TV per day
- 61% - 7+ hours of TV per day



The right way to sit

If you have to sit often, try to do it correctly. As Mom always said, "Sit up straight."

- Not leaning forward
- Shoulders relaxed
- Arms close to sides
- Elbows bent 90°
- Lower back may be supported
- Feet flat on floor

Scientists interviewed for this report: **James A. Levine**, inventor of the treadmill desk and director of Obesity Solutions at Mayo Clinic and Arizona State University. **Charles E. Matthews**, National Cancer Institute investigator and author of several studies on sedentary behavior. **Jay Dicharry**, director of the REP Biomechanics Lab in Bend, Ore., and author of "Anatomy for Runners." **Tal Amasay**, biomechanist at Barry University's Department of Sport and Exercise Sciences.

HR News and Notes

Employees of the Month (EOTM) - Congratulations to our Employee of the Month recipients: **March – Rienna Harris**, ADS Assistant - Wolstein; **April – Adrienne Luck**, CE Job Coach; and **May – Carrie Raymond**, Memphis House LPN. Congratulations and thank you all for going above and beyond the "call of duty" to support our clients and UCP. For our new employees, the EOTM receives a \$25 gift certificate and all nominees throughout 2016 are considered for the Employee of the Year who receives a \$100 gift certificate in January of the following year and recognition at UCP's Annual Meeting. Anyone can nominate an employee for EOTM so when you "see something, say something". Complete a Positive Incident Report and send to HR any positive, caring and extraordinary support you see our employees demonstrating throughout your day (or during the evening for our 3rd shift Group Home employees). Let's all recognize and show our appreciation for the special contributions our employees make to our clients and to UCP.



Changes in the Federal Labor Standards Act and How It May Affect You

Few people outside of HR understand the difference between the exempt and non-exempt status of an employee and the basic intention behind these classifications. The U.S. Department of Labor (DOL) recently passed legislation changing the definition of these two employee classifications. Due to this recent legislation I think it is important to first understand how these classifications are determined and then how the legislative changes impact some of UCP employees. So to give you just a few basics:

1. There are a set of rules established by the DOL that govern payment of overtime and several other employment compliance issues. Those rules are called the Fair Labor Standards Act (FLSA) and were originally put in place many years ago to address unfair child labor, terrible working conditions, and substandard pay for workers.
2. Your job either has to follow the FLSA rules (which makes your job not exempt from these rules aka non-exempt) or it doesn't have to follow the rules (which makes your job exempt). If your job is classified **non-exempt**, UCP must follow the FLSA regulations and is required to pay you for ALL hours worked and for any hours worked over 40 hours at a premium overtime rate. If your job is classified **exempt**, FLSA rules do not apply and UCP is not required to pay you for any additional time worked beyond your usual scheduled work week as determined by your job description and duties when you were hired. For example, if your job description classified you as an **exempt** employee at 30 hours/week and worked 32 hours one week, you would still only be paid for 30 hours. If your job description classified you as a **non-exempt** employee at 30 hours/week and worked 32 hours one week, you must be paid for 32 hours under the FLSA rules.
3. To be classified exempt, an employee must perform exempt job duties as clearly defined by the FLSA (known as the duties test). There are three categories of exempt job duties, called "executive," "professional," and "administrative." The definition of these three categories is far too complex to cover in this short article, but HR will be happy to meet with anyone to discuss these in more detail.
4. The final requirement under the FLSA rules is that your salary must meet a certain threshold (known as the salary test) to be classified exempt. This minimum threshold is what the DOL's recent legislation addressed. The salary test will be raised on December 1st from \$23,600 to \$47,476 annually.

UCP has done an extensive analysis of both the duties and salary test of all our exempt employees and developed a plan on how we will respond to this new DOL legislation. For those of you who are currently exempt, and whose pay falls below the \$47,476 salary threshold, your manager will be reaching out to you within the next few weeks to discuss any changes in your classification. Any changes being made in employee classifications will become effective for the pay period beginning on Sunday, September 25th and ending on Saturday, October 8th. This time frame aligns as closely as possible with the beginning of the fourth quarter of UCP's calendar year.

All UCP employees will remain as salaried employees unless you are a PRN or a part-time employee who is currently being paid only for hours worked. This will result in two categories of salaried employees: salaried exempt and salaried non-exempt. What that means is that your paycheck will not change from pay period to pay period unless you are docked for time not worked that you do not have any vacation or STA to charge for that time. However, if you are reclassified as a non-exempt employee, your paycheck would be increased by any additional hours you work over your usual weekly scheduled hours. In addition, if you work over 40 hours, your paycheck would be increased by those additional hours and paid at an overtime premium rate of 1-1/2 times your current pay rate.

Since your manager will be required to approve all overtime worked by any of UCP's reclassified non-exempt staff, there is the increased chance you will achieve what might be considered a better work-life balance. For example, you may be asked to not check your emails or return phone calls in the evenings or weekends as so many of our exempt staff do at UCP. Your manager will have more details to share with you when you meet on how we will handle mobile devices and remote work.

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HR News and Notes (continued)

All UCP employees will continue to complete a time sheet and turn into their managers every two weeks. The difference to those employees who are being reclassified from exempt to non-exempt is that they will now be paid for all hours worked and at a premium overtime rate over 40 hours per week.



Republican National Convention Is Coming to Cleveland. It all begins in Cleveland on Monday, July 18 and runs through Thursday, July 21, 2016 at Quicken Loans Arena (The Q). However, people attending the RNC will be all over Cleveland hotels, restaurants, sporting events, Playhouse Square, etc. exploring our great city. Like the Cavs HUGE win of the NBA's Championship that made us all so very proud, this will bring another tremendous event to our come-back city and put us on the international "map". But what it will do for us that are living here can be challenging. Here are some facts that the RNC sent out to the public to be aware of so you can plan accordingly. It is expected that Monday, July 18 will be the most difficult day as everyone adjusts to the traffic pattern changes. RNC activities start on that day, but are to be held mostly in the evenings starting around 8pm. That will probably help to eliminate most traffic issues except perhaps for our group home staff who work 24/7 and may be crossing downtown. There will be roughly 50,000 people in town for this event. What a fantastic opportunity to showcase our great city!!

Traffic Updates

- Huron Road and Ontario will be closed during the RNC.
- Prospect Ave. will be restricted to foot traffic only.
- Euclid Avenue will remain open for vehicular traffic but it is expected to be heavily congested.
- No details have been released regarding the status of East 9th or Carnegie; however, given their proximity to the Q, it is possible that some form of traffic restriction will be implemented.
- RTA will continue all routes, except those inside the PSA.



Due to security concerns, the Secret Service is not expected to release a final security and traffic plan until just days before the event, but again the normal prime time hours for the convention are in the evening/late afternoon. So our Agency being further down Euclid Avenue may not experience any traffic congestion issues. There will be minimal disruption to the schedules of the Tower City trains for any of you that use public transportation from Public Square.

The City of Cleveland is still preparing for the event. They are currently working on many new projects to help our city shine. These include:

- Twinkle lights will be installed through Downtown Cleveland
- Fire Hydrants will be painted (hopefully red, white and blue, but no details on the color)
- Paving and striping will be happening over the next few weeks which could cause some delays
- Over 2,500 Police officers will be present from CPD and arriving from other U.S. cities

The internet access and service will be increased due to the volume of people arriving which will benefit all of us. If any suspicious activity is seen, contact the Cleveland Police department (216-621-1234) or call (216) 522-1400 to report suspicious activity to the FBI.

Employee Profile: Esther Winn



UCP has been very fortunate to have had Esther Winn a part of UCP since 2007. She started with UCP in Residential Services, a program that has partially been incorporated into Adult Services. She then moved to the Community Employment program in 2008. When she first started in Community Employment she worked as a Site Support Specialist and later became the Site Support Supervisor at the Cleveland Clinic, Beachwood location.

She said that she feels she has the best job ever. She feels she is helping to change lives by helping our clients learn jobs skills that can go with them wherever their lives may take them. At the Cleveland Clinic the clients learn many job skills, including data entry using multiple data bases

to ensure that every Clinic employee has their Coordination of Benefits updated so their insurance claims are paid. The clients also learn how to enter employee flu shots directly into their medical records. They take care of any return mail that comes back to the Clinic's EHP department. . In addition, the clients are responsible for making up new employee packets that get mailed out to all new employees hired at the Cleveland Clinic. Esther said though that 90% of the work they do is filing which is critical in keeping the Clinic's files update. One of the biggest rewards for Esther of working in Community Employment is teaching individuals how to work independently and ultimately seeing them develop skills that they didn't know they had.

UCP OF GREATER CLEVELAND

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Services**

**Tammy Willet,
Director of
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Employee Profile (continued)

Esther is a native Clevelander and has a degree in Business. She has two children: Danielle, 33 and Tyler, 16. She also has four grandchildren that she adores. Her son has been studying Italian for four years and has already travelled to Italy to expand his language skills. Esther plans on taking him back to Italy next summer so he can share with her some of his experiences in that beautiful country ... and maybe show off some of those Italian-speaking skills he has acquired.

As time permits, Esther loves to read romance novels, bake, travel, and spend time with her grandchildren. However, she expressed the event she is most looking forward to in the future will be watching her son graduate from college.

Birthdays - Happy Birthday to All of You!

June

Jamekia Cutwright-6/1
Patricia Otter-6/1
Miranda Dean-6/6
Latonya Fluker-6/6
Rebecca Young-6/7
Allyson Coleman-6/8
Kelly Spears-6/9
Rebecca Ravas-6/10
Rieanna Harris-6/13
Christine Faile-6/19
Stefanie Koller-6/20
Shirelle Woodfolk-6/20
Tenika Philpotts-6/22
Shannon Hawthorne-6/23

June

Kashina Minor-7-3
Rikeda Lattimore-7/4
Brittany Schantz-7/4

July continued

Greg Zaryk-7/11
Esther Winn Billingslea-7/16
Carmen Martinez-7/18
Nancy Rodriguez-7/20
Erica Carrington-7/20
Kamisha Morgan-7/22
Quana Lusane-7/24
Carrie Brown-7/24
Cynthia Ball-7/25
Elisabeth Bullock-7/26
Gabrielle Hawkins-7/27
Kristie Stradtman-7/31

August

Christy Wise-8/1
Shontel Smith-8/2
Denise Ray-8/3
Celia Chesnick-8/6
DeAnna Daniels-8/6

August continued

Mietta Roberts-8/8
Donna Woods-8/8
Stacie Stock-8/8
Thomas Donovan-8/9
Carrianna Raymond-8/11
Jill Wozniak-8/17
Aretha Johnson-8/18
Nicholle Dixon-8/21
Michelle Sprinzi-8/22
Leslie Stahl-8/23
MaryRose Pieffer-8/24
Mary Ellen Rhein-8/25
Katherine Adkins-8/27
Lynda Corea-8/27
Tiffany Jackson-8/31



Anniversaries - Congratulations and Thank You to All!

June

Cynthia Marks-6/1/2006-10 years
Khawanda Ewing-6/1/2015-1 year
Lateira Ivory-6/1/2015-1 year
George Neundorfer-6/6/2011-5 years
Dominique Poindexter-6/16/2014-2 years
Haley Berman-6/17/2016-3 years
Tami Hanna-6/17/2016-3 years
Intesar Taye-6/18/1993-23 years
Thomas Donovan-6/20/1988-28 years

July

Eric Hibinger-7/7/2014-2 years
Katricea Wheeler-7/9/2007-9 years
Lakesha Porch-7/13/2009-7 years
Tenishia Wilson-7/13/2015-1 year
Brittany Schantz-7/20/2015-1 year
Doreen Hanna-7/22/2013-3 years
Maria Stearns-7/23/2012-4 years
Valerie Kessler-7/27/2015-1 year

August

Emily Stendalen-8/4/2014-2 years
Rieanna Harris-8/10/2015-1 year
Tonya Bonner-8/10/2015-1 year
Vandester Beasley-8/10/2015-1 year
Quana Lusane-8/10/2015-1 year
Paul Soprano-8/12/2002-14 years
MaryRose Pieffer-8/13/2012-4 years
Carrie Brown-8/17/2015-1 year
Jill Summers-8/18/2014-2 years
Dina Coleman Deal-8/18/2014-2 years
Eder Brito-8/19/2013-3 years
Ericka Coleman-8/20/2007-9 years
Richard Falconer-8/23/2010-6 years
Heather Hoffman-8/23/2010-6 years
Shannon Hawthorne-8/24/2015-1 year
Joshua Whitely-8/26/2013-3 years
Patricia Otter-8/27/2001-15 years
Tammy Willet-8/27/2008-8 years
Amber Beavers-8/31/2015-1 year

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