

# CONNECTION

Keeping Team Members Connected!

## A MESSAGE FROM YOUR CEO

Greetings Discovery Family,

There's already much cause for celebration in 2021! The first two months of this year alone have seen no fewer than five (5), historic milestones in our company's history (with more upcoming). Before I explain more about those, however, I want to extend a warm and most sincere welcome to the record number of new Team Members who have recently joined our family.

This, like every edition of Connection, is dedicated to you, the Team Members whose commitment and day-to-day contributions have such a meaningful impact in the lives of our residents. Packed with real-life stories and photos, plus the latest information about our company and industry, Connection is intended to inspire, inform and bring us all closer together. It's a regular token of our appreciation, and perhaps a little, advance preview of the work we'll be doing together in the weeks and months to come. Please enjoy it with our compliments!

Now, I'd like to share with you more about those milestones I mentioned before, as the Discovery Senior Living organization has officially:

- **Completed the Largest Acquisition in Our Company's History:** On January 21, we acquired a 16-community portfolio (nearly 1,800 units) in Texas and Albuquerque, NM. The transaction was almost a year in the making, and marked the largest acquisition we had ever completed—for now, anyway!
- **Welcomed 350+ New Team Members:** The true spirit of community isn't about units or dollar amounts; it's about the people who live and work there, and the families who love and care about them. At the time of writing, we had already proudly added more than 1400 residents and 350 Team Members to the Discovery Senior Living family in 2021.
- **Launched Morada Senior Living, Our First, New Regional Brand Division:** The January acquisition fueled the subsequent launch of our company's first, new regional brand division, Morada Senior Living, based in Dallas, Texas.
- **Launched Our New, Centralized Sales Contact Center:** This innovation is going to be the envy of our entire industry, and is part of a vision we've had for delivering a more personalized customer experience right from the very first interaction a prospective resident or family member has with our company.
- **Become a Top-10 Senior Living Provider:** Discovery Senior Living began 2021 as the nation's 14th largest senior living operator. With the addition of our Morada communities, as well as the assumption of management of several other communities in Virginia, Texas and South Carolina, we ascended to #9, and we're not finished climbing!

Nonetheless, we've never aspired to be the biggest; only the best. And as a Top-10 provider, we will expand our award-winning lifestyle programs and personalized offerings to touch more lives as we serve a larger and more diverse group of seniors across additional markets and geographic regions.

To all of our Team Members, established and new, heartfelt thanks for your hard work and commitment! Our company is in the midst of some truly great things, and there's never been a more exciting time to be part of the Discovery Senior Living family. Stay focused, and here's to unity, dedication and continued excellence as we chart a course for 2021 and beyond!



Richard J. Hutchinson, CEO

Richard J. Hutchinson, CEO



# Welcome

Join us in welcoming our newest Team Members!

## DISCOVERY SENIOR LIVING

**Dan Allen**, *Regional Director of Community Maintenance*  
**EJ Andrews**, *Marketing Manager*  
**Lawrence Caudill**, *Regional Controller*  
**Timothy Cesar**, *SVP, General Counsel*  
**Kevin Chapman**, *Treasury Analyst*  
**Isabel Crudele**, *Contact Center Manager*  
**Nicole Dodson**, *Operations Specialist*  
**Gottfried Ernst**, *VP of Operations*  
**Bobbi Ford**, *Staff Accountant*  
**Deanna Fargo**, *Staff Accountant*  
**Mallory Finch**, *Account Representative*  
**Alex Germain-Robin**, *Regional Director of Operations*  
**Suanny Gonzalez-Bello**, *Financial Analyst*  
**Amy Hempleman**, *Billing Specialist*  
**Nick Lafakis**, *Graphic Designer*  
**Joseph LaReau**, *Inside Sales Specialist*  
**Levi Magee**, *Finance Specialist*  
**David Magsumbol**, *Inside Sales Specialist*  
**Cesar Marcelo**, *Regional Controller*  
**Joshua O'Bryan**, *Inside Sales Specialist*  
**Dawn Platt**, *Director of SHINE® Memory Care Programs*  
**Mary Reijer**, *Accounts Payable Specialist*  
**Jennifer Shick**, *Regional Controller*  
**Stephen Stewart**, *Culinary Specialist*

## ASTON GARDENS AT PARKLAND COMMONS

**Shakeem Berry**, *Server*  
**Agustin Cruz**, *Facility Operations Assistant*  
**Ashley Etienne**, *Server*  
**Kenneica Foreman**, *Care Manager*  
**Andrea Lloyd**, *Care Manager*  
**Nancy McKelvey**, *Director of Resident & Transportation Services*  
**Tara Subratie**, *Server*  
**Kwame Toby**, *Cook*  
**Thomas Vlietstra**, *Server*

## ASTON GARDENS AT PELICAN MARSH

**Rose Bayes**, *Care Manager*  
**Julie Davila**, *Senior Lifestyle Coordinator*  
**Madeleine Eastman**, *Server*  
**Alexis Gonzalez**, *Cook*  
**Brenan Ramos**, *Care Manager*

## ASTON GARDENS AT PELICAN POINTE

**Jacob Baker**, *Executive Chef*  
**Esther Bird**, *Concierge*  
**Brianna Boone**, *Lead Server*  
**Rico Diamandi**, *Dishwasher*  
**Bianca Easterday**, *Housekeeper*  
**Alyson Goddard**, *Server*  
**Codie Kohlenberg**, *Server*  
**Zachary Pisaturo**, *Server*  
**Delilah Sanchez**, *Server*  
**Kyierrica Simmons**, *Server*  
**Eugena Williams**, *Care Manager*

## ASTON GARDENS AT SUN CITY CENTER

**Casey Jones**, *Facility Operations Supervisor*  
**Jo Knight**, *Business Office Assistant*  
**Eiben Lopez**, *Server*  
**Carl Moncrief**, *Facility Operations Assistant*

## ASTON GARDENS AT TAMPA BAY

**Mary Jane Aladiume**, *Care Manager*  
**Christopher Aquino**, *Server*  
**Beau Benal**, *Lead Cook*  
**Albert Gennar Evans**, *Dishwasher*  
**Marie Evans**, *Concierge*  
**Thomas Araujo Lemos**, *Server*  
**Chloe Josie Lizotte**, *Server*  
**Matthew Massari**, *Server*  
**Tierney Lee Murphy**, *Fitness Coordinator*  
**Yuliana Penagos**, *Housekeeper*  
**Zachary Howard Stowe**, *Server*  
**Delaney Winkler**, *Server*  
**Lidia Alexis Woodaz**, *Server*

## ASTON GARDENS AT THE COURTYARDS

**Angelica Lopez**, *Housekeeper*  
**Jayden Saia**, *Dishwasher*

## BLUE RIDGE ASSISTED LIVING

**Hannah Adams**, *Care Manager*  
**Shannon Ceberek**, *Care Manager*  
**Valeria Deal**, *Care Manager*  
**Kayla Flanagan**, *Med Tech*  
**Pamela Fritz**, *Housekeeper*  
**Thelma Jones**, *Med Tech*  
**Amber Norton**, *Care Manager*  
**Brittany Pozzobon**, *Care Manager*



Lola Tilson, *Housekeeper*

### **CARUTH HAVEN COURT**

Tenner Bryant, *Care Manager*  
Martha Fallah, *Med Tech*  
Leona Freeman, *Care Manager*  
DeTrick Moore, *Senior Lifestyle Counselor*

### **CONSERVATORY AT ALDEN BRIDGE**

Raul Aguirre, *Cook*  
Rhonda Cunningham, *Executive Director*  
Mindy Fisher, *Housekeeper*  
Grant Hamburger, *Server*  
Matthew King, *Dishwasher*  
Charles Williams, *Director of Culinary Services*

### **CONSERVATORY AT CHAMPION FOREST**

Armani Coleman, *Server*  
Lamar Curry, *Concierge*  
Oswaldo Gonzalez Jr., *Dishwasher*  
Patricio Gonzalez, *Cook*  
Brandi Johnson, *Concierge*  
Nakevien Leigh, *Server*  
Aeline Maldonado, *Concierge*  
Derrick Monroe, *Cook*  
Hauna Rusk, *Server*  
Michelle Washington, *Server*  
Anthlean Wilson, *Cook*

### **CONSERVATORY AT KELLER TOWN CENTER**

Cesar Becerril, *Cook*  
Jimena Carreon, *Server*  
Fernando Ceron, *Cook*  
Cynthia Ciotta, *Concierge*  
James Nicholas Cox, *Server*  
Joseph William Cox, *Server*  
Therese Grace Cox, *Server*  
Denise Pasillas, *Server*  
Jesus Santos, *Housekeeper*  
Luke Kevin Vina, *Server*

### **CONSERVATORY AT NORTH AUSTIN**

Margarita Martinez, *Cook*  
Amina Said, *Housekeeper*

### **CONSERVATORY AT PLANO**

Michael Collins, *Executive Director*  
Marjory Fulmer, *Senior Lifestyle Counselor*

### **COUNTRY CLUB AT WOODLAND HILLS**

Charles Bowen, *Director of Culinary Services*

Jose Flores, *Housekeeper*  
Laura Lopez, *Housekeeper*  
Saima Metzel, *Cook*  
Saleh Osman, *Cook*  
Ivonne Salisbury, *Housekeeper*  
Lawrence Smith, *Housekeeper*  
Cecelia Tengbeh, *Dishwasher*  
Donna Watashe, *Housekeeper*

### **DISCOVERY AT HOME**

Scott Martin, *Office Assistant*  
Stephanie Smith, *Private Duty Manager*  
Diedre Stewart, *Home Health Aide*

### **DISCOVERY COMMONS AT BRADENTON**

Deanna Gordon, *Assistant Director of Health & Wellness*

### **DISCOVERY COMMONS AT COLLEGE PARK**

Rashe Robey, *Server*

### **DISCOVERY COMMONS AT WILDEWOOD**

Tawnyada Allen, *Care Manager*  
Sarah Brown, *Care Manager*  
Jamie Crews, *Concierge*  
Michelle Curtis, *Care Manager*  
Nicole Daniels, *Director of Health & Wellness*  
Barry Hillian, *Dishwasher*  
Christine Jefferson, *Care Manager*  
Jasmine Jordan, *Care Manager*  
Tekneca Mason, *Care Manager/Med Tech*  
Angelica Melendez, *Care Manager*  
Whiteney Nelson, *Care Manager*  
Tameka Nolan, *Server*  
Grace Norton, *Care Manager*  
Destiney Riley, *Housekeeper*  
Robin Ward, *Care Manager*  
Shaletta Wilson, *Care Manager/Med Tech*  
Donita Young, *Care Manager*

### **DISCOVERY VILLAGE AT ALLIANCE TOWN CENTER**

Lorena Bernardino, *Housekeeper*  
Selena Delgadillo, *Care Manager*  
Kristin Denmark, *Care Manager*  
Crystal Franks, *Med Tech*  
Rachel Hebert, *Care Manager*  
Ciarra Jones, *Health Care Coordinator*  
Cindy Nyanje, *Care Manager*  
Nora Salas, *Care Manager*  
Tracy Smith, *Director of Health & Wellness*  
Jolovette Vinton, *Care Manager*

## **DISCOVERY VILLAGE AT BOYNTON BEACH**

**Kathy Hatakeyama**, *Concierge*  
**Felicia Lacy**, *Housekeeper*

## **DISCOVERY VILLAGE AT CASTLE HILLS**

**Kennedy Alexander**, *Server*  
**Blythe Berry**, *Concierge*  
**Barbara Blachly**, *Celebrations Coordinator*  
**Stephanie McCord**, *Senior Lifestyle Coordinator*  
**Shayla Rogers**, *Concierge*

## **DISCOVERY VILLAGE AT DEERWOOD**

**Amelia Batlle Jorge Norman**, *Concierge*  
**Ilaree Cobb**, *Care Manager*  
**Samantha Cooley**, *Server*  
**Sharon Cusson**, *Care Manager*  
**Robert Francis**, *Cook*  
**Maya Gay**, *Concierge*  
**Emily Hagins**, *Care Manager*  
**Jazmin Lopez**, *Server*  
**Ayanna Lynam**, *Care Manager*  
**Yaleia McCoy**, *Med Tech*  
**Nenita Rodriguez**, *Care Manager*  
**Raven Rodriguez**, *Server*  
**April Smith**, *Care Manager*

## **DISCOVERY VILLAGE AT DOMINION**

**Kaitlin Byerly**, *Care Manager*  
**Alexis Carnesi**, *Concierge*  
**Anna Carter**, *Concierge*  
**Jimmy Colunga**, *Chef*  
**Katherine Gamez**, *Care Manager*  
**April O'Hern**, *SHINE® Memory Care Director*  
**Guadalupe Ramirez**, *Director of Facility Operations*  
**Ivory Rodgers**, *Concierge*  
**Jennifer Silva**, *Server*  
**Priscilla Vargas**, *Concierge*

## **DISCOVERY VILLAGE AT MELBOURNE**

**Emilanette Alvarado**, *Care Manager*  
**Elaina Bethea**, *Care Manager*  
**Marie Desrosiers**, *Care Manager*  
**Yogewantee Gilchrist**, *Care Manager*  
**Shaylan Matthews**, *Care Manager*  
**Tammy McCann**, *Housekeeper*  
**Brittany Pollard**, *Care Manager*  
**Jacob Rivera**, *Security*  
**Veronica Thompson**, *Care Manager*  
**Jason Walsh**, *Director of Facility Operations*

## **DISCOVERY VILLAGE AT NAPLES**

**Ketty Joseph**, *Health Care Coordinator*  
**Listerlee Mckenzie**, *Bartender*

## **DISCOVERY VILLAGE AT PALM BEACH GARDENS**

**Emanie Beaubrun**, *Care Manager*  
**Djaffna Jolicoeur**, *Server*  
**Darian Spady**, *Dishwasher*

## **DISCOVERY VILLAGE AT SANDHILL**

**Lloyd King**, *Driver*  
**Hy-Kein Nhan Jr.**, *Server*  
**Jayson Seawright**, *Driver*

## **DISCOVERY VILLAGE AT SARASOTA BAY**

**Ashley Cruz**, *Server*  
**Olympia Dawes**, *Server*  
**Taleah Franco**, *Dishwasher*  
**Victor Gonzalez**, *Dishwasher*  
**Jessica Miller**, *Server*  
**Pamela Mills**, *Care Manager*  
**Vickie Nutter**, *Server*  
**Hannah Suter**, *Health Care Coordinator*  
**Daphney Tanelus**, *Server*  
**Kirk Vogel**, *Cook*

## **DISCOVERY VILLAGE AT SOUTHLAKE**

**Okechukwu Anagbor**, *Executive Director*  
**Michael Benjamin**, *Director of Health & Wellness*  
**Tarmeisha Jordan**, *Care Manager*  
**Jareah Law**, *Care Manager*  
**Brianna Lee**, *Server*  
**Kefa Ogeto**, *Health Care Coordinator*  
**Jason Seyler**, *Server*  
**Linza Williams**, *Director of Culinary Services*

## **DISCOVERY VILLAGE AT STUART**

**Vanessa Aguirre**, *Concierge*  
**Sulfise Baptiste**, *Care Manager*  
**Joseph Bernatowicz**, *Cook*  
**Eileen Hammill**, *Server*  
**Monege Laguerre**, *Director of Facility Operations*  
**Tammy Moniz**, *Cook*  
**Patricia Nyarady**, *Server*  
**Janet Probst**, *Med Tech*  
**Karen Williams**, *SHINE® Memory Care Director*

## **DISCOVERY VILLAGE AT SUGARLOAF**

**Michele Holloman**, *Care Manager*  
**Malieka Kirkpatrick**, *Housekeeper*  
**Michael Vaughn**, *Cook*





## **DISCOVERY VILLAGE AT TAMPA PALMS**

Edward Buscampel Cruz, *Dishwasher*  
Sadaria Hester, *Housekeeper*

## **DISCOVERY VILLAGE AT THE FORUM**

Leeshaila Alexandre, *Server*  
Regina Bellamy, *Health Care Coordinator*  
Jeanne DeConte, *Health Care Coordinator*  
Kathryn English, *Concierge*  
Gregory Espinal-Tineo, *Facility Operations Assistant*  
Tanisha Glover, *Server*  
Edwin Hanson, *Dishwasher*  
Judeline Jean-Mary, *Dishwasher*  
Jerdine Jourdan, *Server*  
Al'Janod Kelly, *Dishwasher*  
Hudson Laborde, *Driver*  
Elizabeth Laleman, *Housekeeper*  
Marie Leandre, *Care Manager*  
Beverly Litty, *Care Manager*  
Alycia Vasquez, *Server*  
Albert Taylor Jr., *Dishwasher*

## **DISCOVERY VILLAGE AT THE WEST END**

Chanel Brown, *Concierge*  
James Edmonds III, *Server*  
Clarissa Greene, *Med Tech*  
Rachel Henderson, *Med Tech*  
Rey Jurado, *Server*  
Maria Corazon Jurado, *Server*  
Summer Moroch, *Server*  
Hailie Myers, *Server*  
Lauren Ostendorf, *Server*  
Tareon Spragley, *Server*  
Tanesha Thomas, *Housekeeper*

## **DISCOVERY VILLAGE AT WESTCHASE**

Morgan Anson, *Server*  
Christopher Boone, *Server*  
Tiffany Byington, *Culinary Service Supervisor*  
Alyssa Jones, *Care Manager*  
Yanexy Machado, *Housekeeper*  
Zuley Montalvo, *Care Manager*  
Coralia Perez, *Housekeeper*  
Jessica Segal, *Server*

## **HIDDEN MEADOWS ON THE RIDGE**

Marine Minninger, *Executive Director*  
Carl Thompson, *Housekeeping Supervisor*  
Tracy Westfall, *Business Office Manager*

## **LAKESIDE AT MALLARD LANDING**

Andre Ames, *Server*

Willie Bates, *Cook*  
Melvina Chambliss, *Care Manager*  
Mattiea Davis, *Server*  
Charlie Gregory, *Executive Director*  
Tess Hendricks, *Care Manager*  
Alexandria Lord, *Health Care Coordinator*  
Shakeria Robertson, *Care Manager*  
Tara Smith, *Cook*  
Patricia Thomas, *Health Care Coordinator*

## **MORADA SENIOR LIVING**

Hilary Bullard, *President*  
Brian Culpepper, *Regional Director of Operations South*  
Carol Davison, *Regional Director of Resident Care*  
David Gustafson, *Regional Director of Operations North*  
Steve Kading, *Regional Director of Community Maintenance*  
Jamey Musgrove, *Regional Human Resources Director*  
Robert Pettit, *Regional Director of Sales & Marketing North*  
Savanah Rogers, *Regional Director of Culinary Services*

## **MORADA ABILENE**

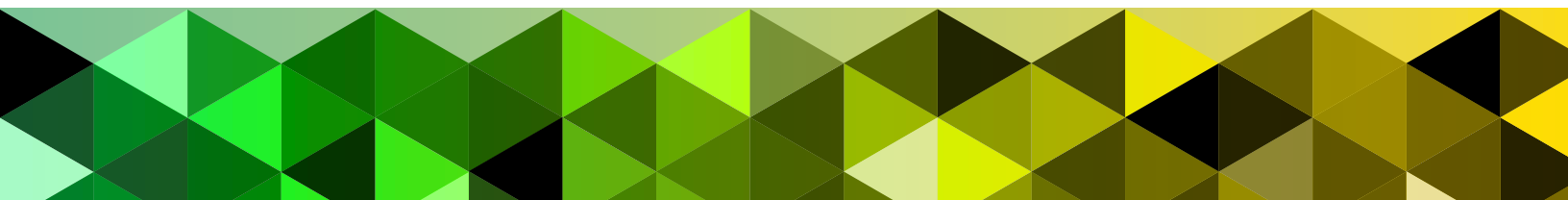
Aubria Benit, *Care Manager*  
Kaylie Magnuson, *Care Manager*  
Alyssa Hernandez, *Care Manager*  
Maria Hernandez, *Cook*

## **MORADA ALBUQUERQUE**

Michael Aragon, *Director of Health & Wellness*  
Alexa Loya Carrillo, *Care Manager*  
Cristina Chavez, *Care Manager*  
Jessica Deromero, *Care Manager*  
Cheryl Driggs, *Care Manager*  
Brad Edwards, *Director of Culinary Services*  
Seth Gant, *Care Manager*  
Brandyn Gonzales, *Care Manager*  
Ava Hernandez, *Server*  
Florence Mayberry, *Care Manager*  
Alyssa Pfieffer, *Concierge*  
Alyssa Redhouse, *Care Manager*  
Chayanna Slim, *Care Manager*  
Mariah Valenzuela, *Server*  
Donna Velarde, *Cook*  
Emilee Walden, *Care Manager*  
Raylene Zambrano, *Care Manager*

## **MORADA BURLESON**

Destiny Anderson, *Care Manager*  
Alexis Carbajal, *Server*  
Tyrone Cartwright, *Director of Culinary Services*  
Tarcheana Colton, *Care Manager*  
Donna Cortina, *Housekeeper*  
Karisa Flores, *Care Manager*  
Shelby Francis, *Care Manager*



**April Garcia**, *Concierge*  
**Dawn Gow**, *Housekeeper*  
**Josette Greeley**, *Concierge*  
**Savanah Hardin**, *Care Manager*  
**Lesa Lain**, *Housekeeper*  
**Misty Lane**, *Care Manager*  
**Michelle Larroza**, *Care Manager*  
**Alicia Mahan**, *Server*  
**Brittany Nabors**, *Care Manager*  
**Dru Sanders**, *Care Manager*  
**Alyssa Sparks**, *Care Manager*  
**Christina Van Cleave**, *Care Manager*  
**Kristina Walker**, *Care Manager*  
**Les Woolard**, *Care Manager*

#### **MORADA CEDAR HILL**

**Maria Bocanegra**, *Care Manager*  
**Gweniqua Brown**, *Care Manager*  
**Tahj Cook**, *Server*  
**Jazline Davis**, *Server*  
**Brandon Ebron-Morgan**, *Concierge*  
**Michael Hudson**, *Med Tech*  
**Christion James**, *Cook*  
**Elizabeth Johnson**, *Med Tech*  
**Tatiana Jones**, *Concierge*  
**Falicia Lewis**, *Care Manager*  
**Shada Lofton**, *Care Manager*  
**Patrice McCormick**, *Med Tech*  
**Clifford Nixon**, *Security*  
**Demarkus Perry**, *Server*  
**Catrice Price**, *Server*  
**Tiffany Ricks Ms**, *Med Tech*  
**Cameron Roberson**, *Server*  
**Taylor Singleton**, *Med Tech*  
**Irene Soto**, *Server*  
**Andrea Williams**, *Care Manager*

#### **MORADA CY-FAIR**

**Tenesia Clark**, *Med Tech*  
**Taylor Cooper**, *Care Manager*  
**Tammy Gallegos**, *Director of Health & Wellness*  
**Isabel Gonzalez**, *Care Manager*  
**Tiffany Harmon**, *Care Manager*  
**Nimota Ibraheem**, *Care Manager*  
**Andrea Mendoza**, *Celebrations Coordinator*  
**Deford Simmons**, *Dishwasher*  
**Lajada Tobin**, *Care Manager*

#### **MORADA DEER PARK**

**Catherine Baker**, *Server*  
**Monica Perez**, *Server*  
**Sandra Provost**, *Driver*  
**Chonticha Ryan**, *Server*

#### **MORADA FRIENDSWOOD**

**Charlene Bernard**, *Care Manager*  
**Gloria Brito**, *Housekeeper*  
**Kathleen Dominguez**, *Housekeeper*

**Sherry Ellis**, *Care Manager*  
**Kimberly Laymance**, *Care Manager*  
**Olivia Leaven**, *Care Manager*  
**Joann Mehegan**, *Server*  
**Judith Pereira**, *Care Manager*  
**Maria Valcarcel Medina**, *Care Manager*

#### **MORADA GRAND PRAIRIE**

**Debra Demery**, *Cook*  
**Christeria Quinn**, *Server*  
**Michael Sims**, *Cook*  
**Billy Webb**, *Director of Culinary Services*

#### **MORADA LAKE ARLINGTON**

**Heidi Hulin**, *Director of Celebrations*  
**Reginique Jackson**, *Server*  
**Kheyauna Mathis**, *Server*  
**Stewart Pate**, *Director of Facility Operations*  
**Cassandra Rodriguez**, *Care Manager*  
**Victoria Smith**, *Care Manager*  
**Louise Vanhousen**, *Server*

#### **MORADA NORTH RICHLAND HILLS**

**Jennifer Coggins**, *Business Office Manager*  
**Michelle Colbeck**, *Concierge*  
**Michelle Dauphine**, *Care Manager*  
**Shannon Frawley**, *Care Manager*  
**Amanda Jackson**, *Concierge*  
**Kristi Luna**, *Housekeeper*  
**Jenaya Royal**, *Care Manager*  
**Quintonya Williams**, *Care Manager*

#### **MORADA PANTEGO**

**Saul Castrejon**, *Dishwasher*  
**Gina Manire**, *Senior Lifestyle Counselor*  
**Denise Morris**, *Business Office Manager*  
**Cleophus Thompson**, *Server*

#### **MORADA TEMPLE**

**Cheryl Abernathy**, *Home Health Aide*  
**Ginger Bennet**, *Housekeeper*  
**Laniece Black**, *Housekeeper*  
**Shirley Blevin**, *Registered Nurse*  
**Carmella Cantrell**, *Scheduler*  
**Samantha Francis**, *Home Health Aide*  
**Cindy Gilliard**, *Business Office Manager*  
**My'Kay'la Johnson**, *Server*  
**James Kirkland**, *Dishwasher*  
**Charlice Partlow-Garcia**, *Care Manager*  
**Kaiana Roberts**, *Server*  
**Toniesha Talbert**, *Care Manager*  
**Maria Luche Torrefranca**, *Care Manager*  
**Meriah Torres**, *Housekeeper*  
**Shakiyra Westbrook**, *Care Manager*  
**Tyranesia Whitfield**, *Server*  
**Teosha Williams**, *Server*

### **MORADA VICTORIA**

Rebecca Gaona, *Care Manager*  
Cylar Garrett, *Home Health Aide*  
Rebecca Lee, *Care Manager*  
Esperanza Longoria, *Server*  
Karen McKnight, *Home Health Aide*  
Rebecca Medina, *Cook*  
Shannon Owers, *Homemaker/Companion*  
Kayla Rivera, *Home Health Aide*  
Yolanda Vasquez, *Med Tech*

### **MORADA VICTORIA EAST**

Jentri Edwards Jr., *Dishwasher*  
Taneshia Price, *Housekeeper*  
Chloe Robinson, *Server*

### **MORADA WAXAHACHIE**

Ruth Chavez, *Care Manager*  
Angela Hollie, *Director of Health & Wellness*  
Shairl Williams-Bey, *Care Manager*

### **REGENCY POINTE**

Hannah Bonds, *Care Manager*  
Jeremy Crawford, *Dishwasher*  
Alma Hudgins, *Health Care Coordinator*

### **RITTENHOUSE VILLAGE AT MICHIGAN CITY**

Layla Crawford, *Concierge*  
Antoinette Stanback, *Care Manager*

### **RITTENHOUSE VILLAGE AT MUHLENBERG**

Tiffany Caltagirone, *Care Manager*  
Nevaeh Ganns, *Server*  
Ashlee Kissinger, *Care Manager*  
Simone Miller, *Housekeeper*  
James Pasquale, *Server*  
Melany Pena, *Server*  
Jose Rodriguez, *Server*  
Abighail Schissler, *Cook*  
Cendy Tafoya, *Server*

### **RITTENHOUSE VILLAGE AT PORTAGE**

Shavongh Evans, *Care Manager*  
Shirley Jones, *Housekeeper*  
Okoye Travis, *Care Manager*  
Shawnee Turner, *Care Manager*

### **RITTENHOUSE VILLAGE AT VALPARAISO**

Danielle Gibbs, *Server*  
Amanda Klimek, *Housekeeper*  
Tori Morgan, *Health Care Coordinator*

### **SPRING MILL**

Patricia Baker, *Concierge*  
Kyrien Heuyard, *Server*  
April Minnick, *Care Manager*  
Greg Whichard, *Care Manager*  
Robert Wilson, *Server*  
Ingrid Zeiner, *Server*

### **THE SUMMIT**

Matthew Bifferato, *Business Office Manager*  
Shaniqua Coleman, *Care Manager*  
Aronlyn Hill, *Care Manager*  
Daphnee Paul Rock, *Care Manager*  
Edisa Santos Yberie, *Care Manager*

### **THE TRACE**

Annie Amos, *Housekeeper*  
Ruthy Bachemin, *Care Manager*  
Bria Beauchamp, *Care Manager*  
Shasta Branch, *Care Manager*  
Erica Holloway, *Care Manager*  
Shandrika Pennington, *Housekeeper*  
Tyrie Perkins, *Care Manager*  
De'Nasia Richardson, *Care Manager*  
Shania Wells, *Care Manager*

### **WELSTONE AT MISSION CROSSING**

Roy Crawford, *Cook*  
Adele Matthews, *Housekeeping*

### **VERANDA CLUB**

Tercina Bellonce, *Housekeeper*  
Medjina Dareus, *Server*  
Medy-Anne Joseph, *Med Tech*  
Laurene Laurent, *Care Manager*  
Peter Murphy, *Director of Culinary Services*  
Avis Polk, *Server*  
Halley Williams, *Server*  
Page Zucker, *Server*

## **Congratulations**

Join us in congratulating your fellow  
Team Members!

### **DISCOVERY SENIOR LIVING**

Lindsay Irwin, *Transitioned to Account Representative*

### **MORADA SENIOR LIVING**

Brian Culpepper, *Promoted to Regional Director of Operations*

### **ASTON GARDENS AT PARKLAND COMMONS**

Melanie Rivera, *Promoted to Assisted Living Administrator*

### **COUNTRY CLUB AT WOODLAND HILLS**

Carmen Nunez, *Promoted to Housekeeping Supervisor*

### **DISCOVERY VILLAGE AT NAPLES**

Nicole Nostas, *Promoted to Senior Lifestyle Counselor*

### **DISCOVERY VILLAGE AT SARASOTA BAY**

Taylor Frautten, *Promoted to Lead Server*



# Celebrating the Next Great Milestones in Our Company's History

*The integration of our new Morada brand division brings 16 additional communities and 350+ Team Members to the Discovery Senior Living family, further solidifying our place as one of the industry's largest and most influential operators.*

Veteran Team Members can probably attest that “Slow and steady” has never really been our company’s style. So, consistent with the rapid growth we’ve enjoyed over the past, several years, 2021 promises to be yet another historic one for growth...and we’re not waiting long to get things started, either!

That’s because the first couple months of 2021 have already seen an all-new brand division join the Discovery Senior Living family. The new addition, branded Morada Senior Living, currently encompasses 16 communities built upon a foundation of comfort, service and the familiar,

hometown feel that means so much to residents of the inviting cities and small towns where these communities can be found.

The newly re-branded Morada communities will further strengthen our company’s presence in key retirement locales like Texas, and likely won’t be the only, big splashes we make this year.

Stay tuned for more news in the weeks and months ahead, but in the meantime, read on and enjoy as we take a little, inside look at the latest milestone in our company’s evolution: The launch of Morada Senior Living.



# MORADA<sup>SM</sup>



Our new **Morada Senior Living** communities offer Active Independent and Assisted Living, Memory Care and even Respite Care and Skilled Nursing at select locations. Nestled into the landscapes of Texas' more popular suburbs and outlying areas, Morada communities are everywhere from Abilene and the outer edges of the DFW Metroplex, all the way to Houston and Victoria to the south. There's also a Morada community in Albuquerque, New Mexico.

Ever dedicated, Morada (and our other, Texas-area Team Members) have performed heroically in the face of recent, weather-related emergencies. Now, those communities will have the full backing of the Discovery Senior Living organization as we work together to ensure that each and every community is promptly returned to its original beauty and high standards of operation.

Already, the collective eyes of the senior housing industry are watching, with major media outlets including Senior Housing News, Argentum and others reporting that the launch of Morada ushers in a new era of more targeted, regionally-focused operations for our company. Those reports are true, and together, we are authoring the next chapter in company history, one that will see a strategic shift towards a more regional operating structure.

Morada will help lead that charge by empowering seniors in these locales to live the lifestyles they want in the familiar cities and small towns where many have resided for years, decades, or even entire generations. So for seniors whose Texas and Southwest roots run deep, and proud residents who know that big cities and skyscrapers don't hold a candle to the starry, night skies and nature-filled scenery of their hometowns, Morada communities are right there to ensure comfort, care and more customized living.

With the addition of Morada communities, Discovery Senior Living has established a bona fide stronghold in the Lone Star State. In fact, our multi-brand assortment of more than 25 amenity- and service-rich communities in Texas are the most in any of the 15 states where Discovery Senior Living communities are currently found. To fuel Morada's continued growth and success, we're installing a new, regional brand division based in Dallas, Texas.

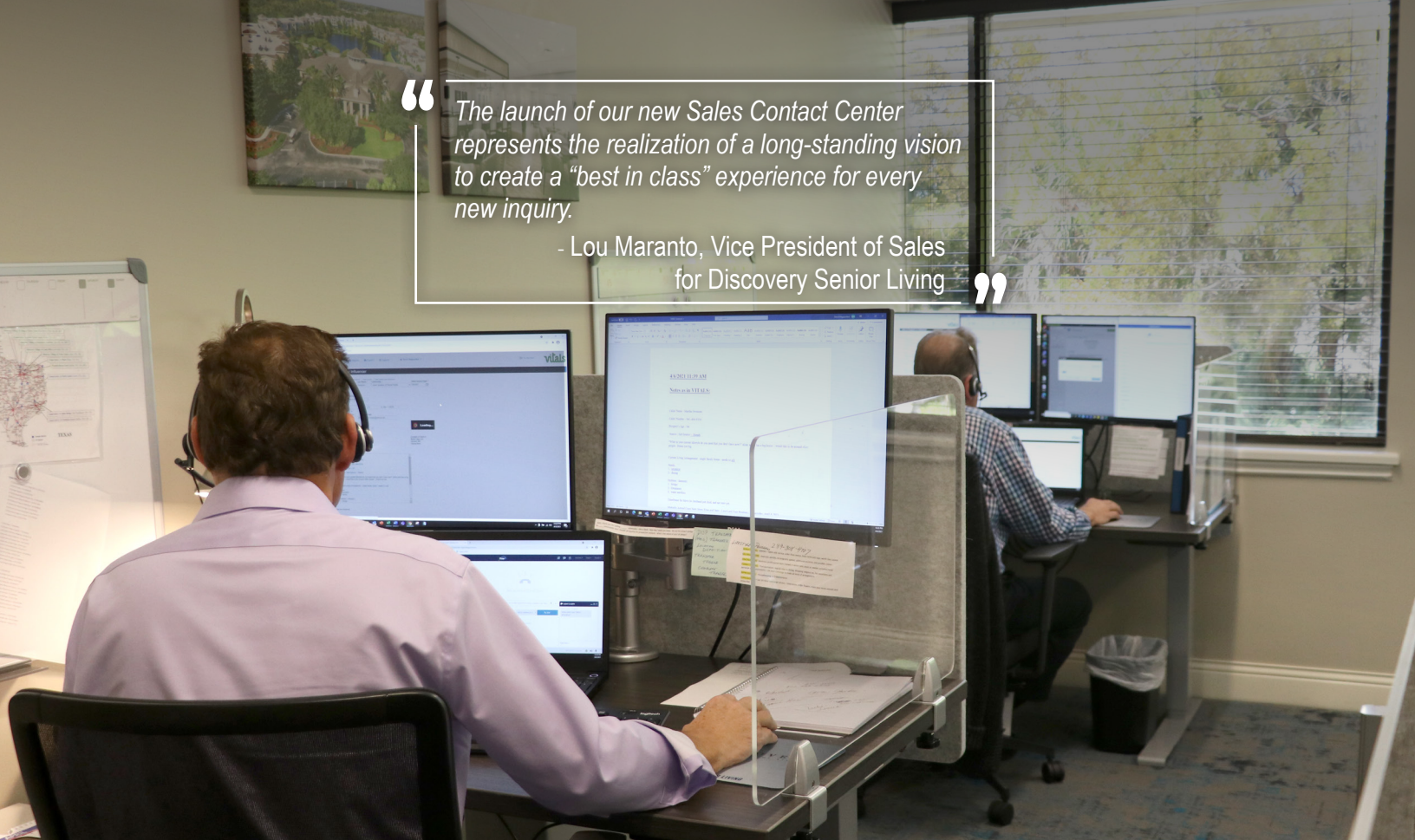
For down-home comfort and the familiar feel and flavors that so many, native seniors demand, nothing shines like Morada, and there's never been a more exciting time to be a part of it!



MORADA TEMPLE



MORADA GRAND PRAIRIE



“

*The launch of our new Sales Contact Center represents the realization of a long-standing vision to create a “best in class” experience for every new inquiry.*

*- Lou Maranto, Vice President of Sales  
for Discovery Senior Living*

”

## **Celebrating the Launch of Our New, Centralized Sales Contact Center**

***The integration of our company’s first, in-house contact center will result in a single point of contact for prospects, streamlining the sales process and improving the overall prospect experience.***

In the first quarter of 2021, Discovery Senior Living has made history once again by launching a centralized Sales Contact Center at our Bonita Springs, Florida home office. It’s yet another pioneering innovation by our company, and one that’s sure to capture the attention of the senior living industry and its stakeholders.

Operated by a team of nine, including Contact Center Manager, Isabel Crudele, and eight Inside Sales Specialists. The Center began taking live calls on January 18, 2021, and will be rolled out to all Discovery Senior Living communities by mid-year.

Senior Lifestyle Counselors and Coordinators nationwide are already rejoicing, as the changeover to a centralized system will almost instantly eliminate the distraction of non-sales calls and data entry demands, enabling Sales Teams at the community level to laser focus on relationship building and driving new move-ins.

*“The launch of our new Sales Contact Center represents the realization of a long-standing vision to create a ‘best-in-class’ experience for every new inquiry,”* said Vice President of Sales, Lou Maranto. The move is expected to increase the percentage of documented leads, improve data procurement and tracking efforts, and create consistently memorable first impressions which enable deeper discovery and engagement.

Integrated as part of the custom buildout of the new Discovery Senior Living corporate headquarters, which opened in September 2020, the achievement of this long-term goal is a landmark accomplishment whose impact is going to be felt throughout the Discovery Senior Living organization. Please join us in celebrating this new milestone in our company’s history.





## A Celebration Years in the Making for Discovery Village At Naples

More than 80 seniors and families, Team Members, Discovery Senior Living executives and area leaders gathered responsibly on March 6 to formally commemorate the much-anticipated opening of the new Active Independent Living community at Discovery Village At Naples. The celebration was meaningful and long-awaited, as the community itself opened and welcomed its first residents in June 2020, albeit amidst lesser fanfare due to COVID-19.

If ever a new community deserved a prominent spotlight, however, it's this one. The new Discovery Village At Naples is truly stunning. Centered around a 120,000-square-foot Grande Clubhouse, it features multiple, casual and upscale dining options including a full-service bar and lounge and

available private dining for families and special events. There's also **Bailey's Bistro & Ice Cream Parlor** and an alfresco dining patio.

Outside, residents enjoy a zero-entry heated pool with private cabanas, a putting and short-game practice area for golfers, and a fireplace perfect for nighttime gatherings. Inside, residents enjoy a luxurious and high-tech movie theater, professional beauty salon and spa with barbershop, and **FitCamp®**, our proprietary innovation in personalized senior specific health and fitness.

To those closest to this spectacular community, the event represented a piece of company history and the realization of long-held vision. Congratulations to everyone involved.







# Going Above & Beyond

*Sending well-deserved “Shout Outs” to all our communities and Team Members who go the extra mile. Your hard work and commitment touch the lives of so many each and every day!*

## **JAMES LEE** Veranda Club

Shout out to James Lee who bought a pizza to celebrate a resident's birthday. James and two residents ate lunch together, and it made their day! We are happy to have such a wonderful team that provides the best experiences for our residents.

## **SAM BARNETT, KATHI SPRAY, & JEFFREY BROWN** The Welstone At Mission Crossing

A large group of residents had been watching their church service on an iPad until recently. Our amazing maintenance assistant, Sam Barnett, our BOM, Kathi Spray, and our ED, Jeffrey Brown, got our theatre room all set up with new equipment to be able to watch their church service via zoom on a 75” TV! The residents loved feeling like they are a part of the congregation again!

## **ELSY DEMERA** Aston Gardens At Tampa Bay

Shout out to Elsy DeMera on her 12th anniversary with Aston Gardens At Tampa Bay. Elsy is a dedicated Housekeeping Team Member, is very hard-working and genuinely cares about our residents and community. We are thankful she is a part of our Aston Family!

## **JASON WALSH** Discovery Village At Melbourne

Discovery Village At Melbourne is happy to announce the addition of our New Facilities & Operations Director, Jason Walsh. Jason has been in the field of construction, maintenance and facilities since he was a teenager. With his vast experience and passion for seniors we are confident he is the perfect fit for our community.

## **SPRING MILL TEAM** Spring Mill

Who doesn't love waffles and ice cream? The entire Spring Mill Team gathered together on a chilly day to recognize the dedication and love that we each contribute to make our community the most amazing place to live and work. The Philly Waffle Cabin served us yummy, sweet treats and temporarily named one of their creations the “Spring Mill!” Executive Director, Andrea DiOttavio, and Celebrations Director, Jillian Nabozny, kicked the fun up a notch with comical costumes of waffles and syrup! Everyone had a great time!

Nicole Walters, Tamyra Taylor and Sean McCoy are recognized for going the extra mile to organize, prioritize and disinfect our SHINE® Memory Care neighborhood during a COVID-19 outbreak. They accomplished so much additional work during their normal shift which made a tremendous improvement. We are proud to have them on the Spring Mill Team!

## **JACK PICHIERRI** Aston Gardens At Sun City Center

During the last year, Jack really stepped up to the plate. He took it upon himself to learn about COVID-19 and updated all our protocols in order to keep everyone safe and healthy. Jack also has a record that includes punctual attendance, a positive can-do attitude and flexibility in picking up extra shifts. Above all, Jack takes great pride in his job. Jack goes above the norm when it comes to helping out residents and Team Members.

Congratulations to Jack Pichierri!



## **MARIE MICHELLE QUAMILY**

### **Aston Gardens At Parkland Commons**

Marie Michelle Quamily has been recognized for the month of January because she is such a Team player! She is easy going, greets everyone with a smile, and loves to laugh with residents and Team Members.

## **LEADERSHIP TEAM**

### **Discovery Village At Naples**

On December 5th, the IL Leadership Team volunteered their time at St. Matthews House in Naples, FL to help box more than four pallets of food for their mobile food pantry. The effort helped feed more than 2,200 people in need during the holidays. In addition, our community's residents and Team Members donated more than 150 pounds of food for the event.

## **WILDEWOOD TEAM**

### **Discovery Commons At Wildewood**

The Discovery Commons At Wildewood Team demonstrated the motto, "*We are all in this together.*" The Team traveled to our sister community, Lakeside At Mallard Landing, to lend a hand during their COVID-19 outbreak.

## **MIRGHANI ELNAGIEB**

### **Hidden Meadow On The Ridge**

One of our residents was visited by her husband every day at the same time. Each day he arrived with two small cups of Dunkin Donuts coffee. It was her treat of the day! When they were living at home, her husband would stop on his morning walk to buy coffee for them to enjoy together. Our resident frequently slept-in, and he is an early riser. He would set the coffee on her end table, and she would almost immediately wake up to the smell. After she moved into our community, we had difficulty waking her up in the morning. Her husband asked us if he could bring her "treat" every day. This coffee is nothing special, but it was because he got it for her. During his visits, she was still enjoying the luxury of waking up to the smell of coffee from her husband.

But when the pandemic hit, our Team Member, Mirghani Elnagieb, realized that the resident's husband would not be able to visit. We saw some stress and anxiety developing and, yet again, we had difficulty waking her up. Still in the midst of the pandemic, suddenly she was waking up early. Why? Because each day Mirghani worked, he bought a small cup of coffee from Dunkin Donuts and set it on our resident's end table. He encouraged her to get outside and sit by the aviary to enjoy her treat...just like she did with her husband. To this day, Mirghani refuses to take any reimbursements - it's her treat.

## **CHRISTINE FRANCIS, PATRICK CLANCY, ASHLEY PENROD, & OUR CONCIERGE TEAM**

### **Discovery Village At Sarasota Bay**

Our 2020 Employee of the Year, Christine Francis, works in the housekeeping department, and she is so much more. Christine is a part of the Facilities Operations Team. She can be seen cleaning carpets and apartments, flipping apartments and handling light maintenance. She is everywhere in the community, assisting where she is needed. And she is hailed by her peers, residents, Team Members and family as the "glue" that keeps this department running at peak efficiency. It is employees like Christine that makes DVSB the best!

Our January 2021 Employee of the Month, Patrick Clancy, works in the maintenance department, and is an integral part of the Facilities Operations Team. From flipping apartments at a record pace, to work orders, PMs, phone and TV issues or even housekeeping, Patrick does it all in this department! You would not find a better fabricator, employee or individual than Patrick. And he does it all with a smile. We are certain that his motto is, "Service before self and excellence in all you do."

Our Celebrations Coordinator, Ashley Penrod, is constantly going above and beyond in the work that she is asked to do. Regardless of the task, she always does it with a smile. She has the reputation of being one of the most liked team members by not only our residents, but also by our team. Her work is always impeccable. She has that "can-do attitude" which is greatly appreciated by all. She is innovative and loves coming up with new ideas for our activity calendar. She even conducts her own craft class twice a month.

Our Concierge Team is one in a million! With all the added and ever-changing protocols COVID-19 has created, this Team has done a phenomenal job. They keep the first impression of our community at top-notch level, and make all who walk through our door feel welcome. I am thankful every day for Kim Dennis, Susan Fresia and Hanako Joy.

## **NOELLE SCHULTZ AND OUR LOCAL PARTNERS**

### **Morada Deer Park**

We vaccinated over 80 residents in 3 hours! Thank you to the sponsors of our t-shirts including: Interim Home Care, Merciful Hands Hospice, Ard Law Firm and Neighbors ER. Thank you to the awesome CVS Team. And thanks to Noelle, our designer extraordinaire, the t-shirts were awesome and everyone wanted one! Each person vaccinated received a COVID-19 Vaccine Team t-shirt. Morada Deer Park Team Members will be wearing their t-shirts every Friday in February and March.

## While Facing Winter's Worst, Texas Brings Out Its Best

Determined. Selfless. Heroic. You could easily run out of words that describe the sort of compassion and sacrifice seen recently in and around our Texas communities (and elsewhere) when dangerous, winter weather caused a widespread state of emergency.

Throughout the ordeal and in its aftermath, Team Members worked tirelessly and through the nights to protect our residents and the communities. Families and friends, and even perfect strangers came forward to help out. In fact, many of our communities have provided backdrops for some truly heartwarming stories of kindness, generosity and resilience.

### *These are just some of those stories...*

The food items and supplies you see here were just some of what was given by Nicole Dodson's own family and friends...and there were more shipments than just this one! Through their generosity, **Conservatory At Plano** was able to gift to Team Members whose families are struggling due to the impacts of winter and COVID-19 many of the hard-to-find items they needed. Nicole has also sent and even hand-delivered items for Team Members at our other, Texas communities. Heartfelt thanks to Nicole and everyone involved for such an amazing act of kindness!



**Conservatory At Plano** honors and thanks Rep. Matt Shaheen of the Texas House of Representatives, who sprang into action when then-Executive Director Nicole Dodson called to ask for help in stopping the rolling blackouts impacting our community. Matt helped make that happen, and then he personally stopped by to ensure that residents and Team Members had everything they needed. Thank you, Rep. Shaheen, for being an advocate and hero for this community!

It all started with a simple Facebook post. That's how neighbors of **Discovery Village At Alliance Town Center** learned that due to weather-related impacts, the community was operating without running water. Word spread quickly, and it wasn't long before generous people from the local community visited three times, on each occasion bringing with them two, 50-gallon barrels filled with water for washing up and flushing toilets. From there, multiple carloads of bottled water were kindly donated by a local church and its members. There wasn't a dry eye around, so on behalf of our entire community, we want to thank these new friends and local heroes for their kindness and generosity.



Bill Sciortino, Chief Operating Officer

## BILL'S BLOG

### Acts of Kindness

I am ready for all that a typical Spring brings us, aren't you? We are ready for winter (a winter our Texas communities will never forget!) to be over and for any of the normal things we all did before COVID-19.

We watched the COVID-19 deaths in our country pass the 500,000 mark – a grim statistic. But we can take solace in the fact that we have done a truly admirable job of protecting our residents and teammates. We reached the one-

year anniversary of the first active case in any Discovery community on March 20, we have tracked nearly 40,000 tests and experienced a very low percentage of positive cases and resident deaths from this terrible virus.

Now, over 95% of our residents have accepted the 1st and 2nd doses of available vaccines and we see new cases leveling or dropping. This is cause for optimism...but we must also be cautious knowing that many Discovery team members declined the available vaccines. We are all weary of this topic, and the restrictions because of it, but there are better days ahead. We will continue to ease community restrictions and we look forward to a new – better – normal. This year has taken a toll on us personally...and on the seniors housing industry. But we can say proudly that our teams have not quit and that our communities are still the best options for older adults. Thank you for your contributions to our collective success.



## Practice Optimism and the Sky's the Limit

Psychology experts and real-world scientific research both indicate that if we think like everyone else, then we'll get from life the same things everyone gets, and nothing more. So in a world where it might sometimes be easier to fixate on the negative, striving instead for optimism may well be the secret to unlocking more health, happiness and a better life experience overall.

### Optimism, Defined

Optimism can be defined as a stable personality trait related to positive expectations for future events. Quite simply, optimists expect that good things will happen to them, while pessimists have come to expect the opposite.

That's because, as it turns out, we're all born with a bias for optimism. It's just that over time, life happens, circumstances change, and all too often, pessimism sets in and starts to take over.

### Optimism Can Help Us Tap Into Real Life Benefits

Widely regarded as one of the core traits of successful people, optimism, just like patience, integrity and other traits we've discussed right here in Connection before, can be linked with a bevy of positive outcomes. Those include everything from improved health and longevity to increased career success and even more wealth.

### That's Likely Because Optimistic People

- Fight for what they want
- Express gratitude...and not just for big things
- See learning opportunities where others see failure
- Are self-motivated, in spite of any obstacles
- Are accepting of others, even if they're different from them
- Are constantly cultivating skills and talents and working on themselves

Optimism, it seems, is a critical factor in becoming the best version of ourselves and projecting the kind of positivity, compassion and acceptance for which our residents rely on us, and we look for from one another.

### How to Cultivate Optimism in Your Life

Equally fascinating is the science and psychology behind optimism, which may boil down to three, typically unconscious decisions we often make in the face of adversity. And it all starts when we ask ourselves a simple question: "Why is [something negative] happening?" Whether we're a cynic or an optimist primarily depends upon how we choose to reconcile the following:

**Permanence** — Is a different outcome somehow possible in the future, or is this the way it's going to be forever? Say they get rejected by a crush, for example. An optimist thinks "Well, that's just not the person for me," while the pessimist might say it's because they're not attractive or unlovable.

**Control** — Do I have the power to change the unwanted outcome or occurrence? Optimists won't feel inept or powerless in the face of a disappointing test score. Instead, they might take actions to better control how effectively (and how hard) they study for the next one.

**Pervasiveness** — Does the unwanted outcome happen every time, or is it a limited occurrence? Even the best salespeople don't close every time, just like athletes don't make every shot, putt, etc. Still, they avoid the "This always happens" label because they recognize it doesn't fit.

Learning to identify and properly direct these decisions can quite literally unlock an entirely new and sunnier life experience. So don't just assume that pessimism is a naturally occurring and concrete character trait. With practice and mindful thinking, optimism and all the good that comes with it are more accessible than we might think!



# THE MANY FACES OF DISCOVERY SENIOR LIVING



**REGENCY POINTE**  
Celebrations Director Debbie Pendergraft receiving their COVID-19 vaccine



**WELSTONE AT MISSION CROSSING**  
A Pay It Forward project to benefit local families



**GREENTREE AT WESTWOOD**  
The community is selected as Reader's Choice Best Senior Living Facility



**MORADA VICTORIA**  
The community supports Julia Norris in her fight with cancer





**DISCOVERY VILLAGE AT CASTLE HILLS**  
Residents star in the filming of a lifestyle video on property



**DISCOVERY VILLAGE AT NAPLES**  
The IL Leadership Team volunteers with St. Matthews House



**DISCOVERY VILLAGE AT SOUTHLAKE**  
The community celebrates Mardi Gras



**SPRING MILL**  
The entire Spring Mill Team gathers to enjoy waffles and ice cream



**MORADA TEMPLE**  
The community celebrates Leopard Print Tuesday



**ASTON GARDENS AT PARKLAND COMMONS**  
Team Members during the COVID-19 vaccine clinic



## Discovery Rides Again: 2021 Cycling Event Another Landmark Success

After dominating the 2020 event and raising more than \$28,000 for Alzheimer's research and treatment, Discovery Senior Living once again sponsored the Brevard Alzheimer's Foundation Cycle4ALZ cycling event this year. Held on February 21 in Melbourne, Florida, a team of 18 riders from across the Discovery Senior Living organization braved the elements and did the unlikely, surpassing last year's exemplary showing and fundraising total, pandemic and all.

It was yet another remarkable outing by a team that was galvanized and inspired by one of its own, Kevin Cherrington. Kevin, a Project Manager with Discovery Development Group, is an avid cyclist who lost his father last year following a lengthy battle with Alzheimer's. Through Kevin's year-long efforts, and with strong support from our company's Discovery Makes a Difference charitable initiative, our Teams joined together and rode in his dad's honor in 2020, and in loving memory this year. His initials even adorned the custom riding jerseys provided by our company.

The Discovery Senior Living team and others pushed through despite blustery winds, with riders able to choose either a 10-mile family fun ride, 25-mile leisure course, or the 63-mile (metric century) ride. The night before, the Discovery Team gathered for a company-catered dinner, where terrific raffle prizes including a weekend fishing charter, 55-inch TV, gift cards and much more were given out. Our company also provided transportation to the event.

In the end, the 2021 Cycle4ALZ raised around \$40,000 in crucial funds for the Brevard Alzheimer's Foundation, an achievement that quite literally wouldn't have been possible without Discovery Senior Living, which itself raised \$29,600 of the event's total proceeds!

Congratulations and heartfelt thanks to everyone who participated and helped make this year's event another spectacular success!

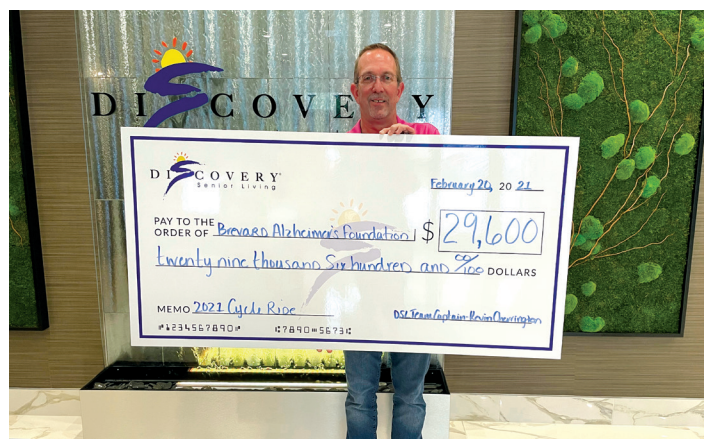
### They Really Dusted the Competition!

"It's one straight shot, there and back," someone told

this eager group of novice riders before they set out on their 25-mile ride. And with that advice in mind, the group headed out of the parking lot and didn't turn for 12 miles, or whenever this dusty road ended right before a 200-acre wetland and nature trail!

Turns out they took the "advice" a bit too literally, and that all along, arrows were painted on the pavement that told riders exactly where to turn to stay on course! Undeterred, the group did manage to stop laughing for just long enough to take this picture, which pretty accurately sums up their day!

### Once Again, Sincere Efforts Paid Off Big



Discovery Team Captain Kevin Cherrington proudly poses with the ceremonial check from Discovery Senior Living to the Brevard Alzheimer's Foundation. Ever humble, Kevin said it's an honor and a thrill to share his passion for cycling with others and see the joy and exhilaration on their faces during and after the ride.

Kevin and his fellow riders all graciously thanked the Discovery organization and its leadership for the staunch support. At a time when most are still celebrating this year's success, though, Kevin is already looking to the future, and hopes to involve more Team Members and possibly even help establish a similar charity cycling event on Florida's west coast as soon as next year.



Discovery Senior Living Cycle4ALZ Riders stop just long enough for a photo





## On the Front Lines: COVID-19 Vaccine Clinics in Our Communities

It's likely that the COVID-19 vaccination process that's now being conducted throughout the US and globally is the biggest and most important healthcare undertaking many of us will witness in our lifetimes. It's also one that all of us have a hand in, as COVID-19 vaccine clinics have been (and continue to be) held in our communities to ensure the continuing safety of our Discovery family, including residents and Team Members.

This process actually began as far back as Summer 2020, long before the first shots were administered. That's when our company began working to ensure that each and every Discovery Senior Living community was enrolled in the Pharmacy Partnership for Long-Term Care Program and eligible for the first-priority vaccine access most have at least begun receiving already.

In fact, organization-wide, by late-January, every Assisted Living and Memory Care community at the time had vaccine clinics scheduled, if not already in progress. Some Independent Living communities have begun or had their clinics scheduled as well, with more to come until each community has been accounted for, effectively enabling every Discovery Senior Living resident and Team Member who want the vaccine to receive it in our communities 100% free of charge.

At this point, we're both proud of and encouraged by the relative ease and simplicity of the vaccine process as it relates to our residents and Team Members. Progress like this doesn't happen overnight, however, we're seeing important gains being made every week, and we wish to

thank everyone at the community and corporate levels who have worked so hard to facilitate timely and efficient vaccination.

For residents, Team Members and concerned families, the community settings we provide are imparting much-needed convenience, more ready vaccine access and invaluable peace of mind. Our company is also doing its part to educate and inform our Discovery family and the general public through regular COVID-19 vaccine updates posted on our community and corporate websites. We've even printed and published on [DiscoverySeniorLiving.com](https://discoveryseniorkiving.com) a free, downloadable resource containing answers to frequently asked questions about COVID-19 and the vaccination process.

With vaccine clinics ongoing, perhaps we're getting a little closer to restoring the freedom and lifestyle quality we enjoyed pre-pandemic. Alas, there's still a long way to go, but as you'll see depicted in the photos throughout this newsletter, our collective efforts continue to uplift the lives of thousands, and preserve the health and happiness of our residents and one another.

Masks may obscure the joy, gratitude, and sense of relief on the faces of those receiving the long-awaited vaccinations, but rest assured that it's there. Amidst the daily rush, it's too easy to overlook all the good that's being done in our communities. So let's take this opportunity to recognize and take pride in the vital role that our company, and all of us as Team Members, are playing in the continuing fight against COVID-19.



# DAH CORNER

## DAH UPDATE

Well, the calendar reads 2021, but somehow, it feels a lot like 2020 all over again! Epic winter storms were especially destructive throughout Texas, and we're seeing continuing impacts from COVID-19, even as we roll out vaccinations. Some states remain locked down, while others are not.

Also, in 2021, good, old Medicare has instituted further and even-more-drastic payment changes. Personally, I think they are just seeing how much change we can take!

Already, we have moved away from billing twice every 60 days (as we had for the past four years) to four times. We used to be paid 60% upfront and 40% upon completion of care. Now, it's ZERO up front and 100% after 30 or 60 days. That might not sound like a big deal, but it is, because we still have to pay for costs incurred throughout the care process (supplies, caregivers, etc.).

In effect, we still pay everyone on time, but we now wait to be paid by Medicare, sometimes for many weeks after we have finished providing services. Thus, we have to apply reserve funds to help enable continuing operations until we receive payments in from Medicare.

We have also made great progress in emphasizing real growth in Private Duty services. We brought back Stephanie Smith in SW Florida to focus caregiver recruitment and scheduling, and Megan Doane continues to meet with new clients and handle all the billing.

We are also modifying our community staffing to find and implement a community representative to do the 15- to 30-minute visits, and to be the face of our Private Duty programs, where available. This person can administer Private Care, and will be visible, bright and cheery, and help us gain new clients because of that visibility. They will also be

someone that the community can rely upon when a resident needs our services on very short notice.

To modernize our Private Duty services, we have moved to a new, Private Duty software management system, called Clear Care. It has become an industry standard and allows caregivers to check in and out with their phones as well as document their notes, all while they are on location with clients. The system also communicates with us at the home office and notifies us of these check-ins and outs, as well as some that are late or missed, which helps us ensure that clients promptly receive the services they have arranged.

Since I last reported, Discovery At Home has been accredited by the Accreditation Commission for Health Care (ACHC), a significant accomplishment, so congrats to Nicole Seaton and her team. To become accredited, we have to go above and beyond in terms of Medicare and State compliance, as well as show proof that we follow and deliver services at these increased levels of competency.

Next up is DAH, LLC in Southwest Florida, which is preparing for accreditation as I write this. These accreditations are so important that they take the place of our regular, 3-year survey by AHCA, and serve to help us renew our Medicare Certification.

In closing, let me welcome Ellen Grant as new Administrator for DAH in Texas. They too are in line for an accreditation survey, so there's no rest for the weary! Ellen, it is great to have you join our DAH Team.

Thank you,

**Dan Cundiff** | President, Discovery At Home