

LAUREL VIEW VILLAGE
THE VILLAGERwww.laurelviewvillage.com

Tim Mock,
CEO

Greetings Employees,

I don't keep it a secret that I love winter. Although, once the snow melts, I am ready for spring. It is always a time to look forward to new growth and warmer weather. One of my favorite signs of springs is listening to the spring peepers, a type of chorus frog that is native to our region. We've been blessed to have heard them already on the warmer days in March.

We are continuing to work on the Master Plan process for our campus. We have performed focus groups with many stakeholders, and we have been collecting surveys as well. Thank you to all who helped so far. If you have not yet completed your survey, please do so.

One of the most common questions that has been asked through the process is "what happens next?". We expect this master plan process to take approximately 6 months. The final result of which will be a Master Plan that shows the end goal of what gets built out on the new land and what gets remodeled and refreshed from the existing campus as well. This master plan will be prioritized and phased. We do not know yet what all will be in this final plan or what projects will be prioritized as being done first. We do expect to be able to share the plan and the phasing by the end of this year. Then we expect that we will be embarking on initiating phase one in 2027.

I wish you all a beautiful spring and Blessed Easter celebrations as we reflect on the death and resurrection of our Lord and Savior,

Tim

COMPLIANCE: CODE OF CONDUCT – QUICK GUIDE

Our Commitment

We are committed to providing care and services that are ethical, lawful, and professional. Every Employee and Individual is expected to act with integrity, follow applicable healthcare laws and regulations, and protect the safety, dignity, and well-being of residents, coworkers, and the organization.

Who Must Follow This Code

This Code applies to all employees, leaders, board members, contractors, volunteers, and vendors. The expectations apply during work hours, off-site activities, and any situation where you represent or act on behalf of the organization.

Resident Rights & Care

Residents must always be treated with dignity, respect, and compassion. Employees and Individuals are required to protect resident privacy and confidentiality in accordance with HIPAA, actively involve residents in care decisions, and maintain zero tolerance for abuse, neglect, or exploitation. Any suspected abuse must be reported immediately.

Professional Conduct

Employees and Individuals are expected to maintain required licenses, certifications, and credentials and perform duties honestly and responsibly. Harassment, discrimination, retaliation, and inappropriate relationships are prohibited. Conflicts of interest must be avoided, and employees may not accept gifts, tips, or gratuities from residents or families.

Workplace Safety

A safe environment protects residents, employees, and visitors. All Employees and Individuals must follow safety rules, emergency procedures, and infection control practices. Drugs, alcohol, and impaired behavior are strictly prohibited. Hazards, injuries, or unsafe conditions must be reported promptly.

Documentation & Billing

All documentation and billing must be accurate, complete, and timely. Records must truthfully reflect services provided. Falsifying medical records, time entries, or billing information is prohibited and may result in disciplinary action, including termination.

Confidential & Proprietary Information

Employees and Individuals must safeguard resident information and organizational data. Confidential and proprietary information may only be accessed or shared for authorized business purposes. Organizational systems must be used appropriately, and misuse may result in discipline.

COMPLIANCE: CODE OF CONDUCT – QUICK GUIDE

Accountability

Violations of the Code of Conduct, laws, or policies may result in disciplinary action up to and including termination. Retaliation is not tolerated. Every Employee and Individual shares responsibility for maintaining an ethical, compliant workplace.

Reporting Concerns

You Have a duty to report any problems you observe or perceive, regardless of your role. Follow these steps to report concerns:

1. Talk to your supervisor.
2. If you are unable to talk to your supervisor, seek out another member of management of Human Resources.
3. If you still have a concern, contact the Compliance Official or a member of the Compliance Committee.
4. Finally, call the COMPLIANCE HOTLINE 800-211-2713 or Scan the QR Code below:



**The Hotline is
confidential and anonymous.**

This two-page quick guide highlights essential expectations from the full Code of Conduct. For a copy of the entire Code of Conduct please visit laurelviewvillage.com. Questions or concerns should be directed to your supervisor or the Compliance Officer.

Kelly Zibura
Compliance Official
Laurel View Village
2000 Cambridge Drive
Davidsville, PA 15928
814.288.2724

Karla Dreisbach
Vice President of Compliance
AQORD Compliance Collaborative
460 Norristown Road, Suite 300
Blue Bell, PA 19422
215.646.0720

A member of AQORD Compliance Collaborative

ACCOMMODATION ROOM

Laurel View Village is happy to support employees as they balance work and life. We are pleased to provide a dedicated lactation room to support employees who are nursing mothers and returning to work. This private, clean, and comfortable space is designed to offer accommodations that you feel relaxed in. For up to one year after the child's birth, any employee who is breastfeeding will be provided a designated space to accommodate, which is located in the Davidsville Care Center.

The designated space should be used by no more than one person at a time. A small refrigerator is provided in the space. Any breast milk stored in the refrigerator must be labeled with the name of the employee and the date of expressing the milk. Anything else in the fridge may be disposed of. Employees storing milk in the refrigerator assume all responsibility for the safety of the milk and the risk of harm for any reason, including improper storage, refrigeration and tampering. If you have any questions regarding the use of this space, please speak with HR or your supervisor. At times, based on the demand, we may need to have staff pre-schedule use of the room to avoid conflicts.





UPCOMING BIRTHDAYS

April

Nicolette Tate 4/2
Abigail Lewis 4/4
Elizabeth Tomb 4/5
Brinley Franchic 4/10
Ashley Graham 4/10
Megan Leary 4/10
Morgan Smay 4/10
Daniel Teich 4/12
Linda Golden 4/13
Susan Goncher 4/15
Joann Thomas 4/16
Alisa Garcia 4/17
Lisa Hintosh 4/19
Linette Sral 4/19
Annie Fritz 4/21
Lori Trimmer 4/21
Amanda Burkett 4/23
Julie DiBuono 4/24
Matalyn Mauzy 4/27
Olivia Mauzy 4/27
Jeffrey Moore 4/30
Jaime Shingler 4/30

May

Corey Millward 5/4
Haley Deyarmin 5/7
Susan Frederick 5/7
Amanda Ressler 5/8
Susan Witkosky 5/8
Christina King 5/9
Luke Haight 5/11
Emilee Horner 5/11
Miley Roberts 5/12
Claudine Berkey 5/14
Margaret Eash 5/15
Kyleigh Niessner 5/16
Kathleen Moran 5/19
Jenny Waterhouse 5/19
Falesha Livella Titus 5/22
Daniel Turley 5/22
Timothy Mock 5/23
Megan Homyak 5/24
Candace Knight 5/24
Jessica Williams 5/27
Vayda Korenoski 5/28
Gabrielle Billetdeaux 5/29
Vaughn Fultz 5/29
Alyssa Krause 5/29
Mayrel Rapiz 5/30
Jacqueline Bender 5/31
Douglas Croyle 5/31

June

Richanda Croyle 6/1
Ranelle Niessner 6/1
Pamela Huffman 6/2
Josh Madison 6/5
Kirby Reese 6/8
Adrianna Forish 6/9
Lori Williams 6/15
Breanna Billetdeaux 6/16
Deborah Peterson 6/16
Michelle Wozniak 6/17
Emily Kennell 6/18
Nevaeh Shaffer 6/24
Kelly Watson 6/26
Ryan Dively 6/27



HAPPY
BIRTHDAY



ACHIEVEMENTS AND ACCOLADES

- Congratulations to Team Croyle for winning the Tom Krise 19th Hole Indoor Golf Championship for the month of January. Members of Team Croyle include (left to right) Doug Croyle, Matt Lasure (Eric's brother), Pastor Eric Lasure, and town home resident Carl Ickes.



- Congratulations to Personal Care on earning a deficiency free rating in their latest survey by the Department of Human Services Licensing (DHS).
- Heather Knox obtained her RN license

- Congratulations to Team Smith for winning the Tom Krise 19th Hole Indoor Golf Championship for the month of March. Members of Team Smith include (left to right) Corey Millward, Jaime Shingler, Emily Smith, & Josh Madison



LONGEVITY ANNIVERSARIES FOR JAN – MAR

Name	Anniversary Date	Years at LVV
Deborah Holsopple	4/26	5
Katie DeGol	5/10	5
Brenda Pakstis	6/1	20
Diane Sturtz	6/20	10
Ben Cotchen	6/21	5

Thank you for your years of dedication and continued loyalty to Laurel View Village. Our community would not be the same without you!

Longevity Bonuses

5 Years	\$ 75.00
10 Years	\$150.00
15 Years	\$250.00
20 Years	\$350.00
25 Years	\$500.00
30 Years	\$750.00

EMPLOYEE SPOTLIGHT



JANUARY SPOTLIGHT:

Claudine Berkey, Ryan Dively, Jeff Moore , Eric Lasure

FEBRUARY SPOTLIGHT:

Karmela Cox	Neveah Shaffer	Kara McGough
Erik Huss	Allan Thomas	Maintenance Team
Deb Peterson	Susan Dabbs	Pastor Eric Lasure
Shiloh Jano	Elizabeth Hammer	Dining Services Team
Sonya Horner	Kaitlyn Kleinman	Housekeeping Team
Alyssa Krause	Kristen Partsch	Personal Care Nursing Team
Heather Knox	Megan Stevanus	
Kirby Reese	Tammy Miller	
Kelsey Rodgers	Julie DiBuono	
Amber Eckenrod	Megan Leary	
Danielle Penna	Deb Holsopple	
Morgan Smay	Kim Bernash (Agency)	
Tim Smith	Morgan (Agency)	
Casey Romesburg	Bethany Saylor (Agency)	
Natalie Gindlesberger	Amanda Diehl	

MARCH SPOTLIGHT:

2026 Impact Award Staff Nominees: Carol Adams, Nancy Donati, Samantha Klock, Christina Faidley, Rebecca Christ, Joe Shetler, Jessica Williams, Susan Dabbs, Eric Lasure, Laura DiBuono

REFER A FRIEND AND SHARE THE BENEFITS!

WE ARE HIRING - OPEN POSITIONS

- Wait Staff - Healthcare
- Life Enrichment Assistant (Independent Living)
- Village Café - Assistant
- LPN (Personal Care - Part-time 10P-6A)
- LPN's (Healthcare - FT 3rd shift)
- RN Supervisor (Healthcare) (PT, FT both Daylight & Nightshift)

*FT = Full Time, PT = Part Time

Applications are available at the Front Desk or scan the QR code below



LET'S TALK BONUSES!

Referral bonus for current employees:

\$500 if you are full-time

\$250 if you are part-time

Refer an LPN to work at LVV:

\$2,000 employee referral bonus for any full time LPN

\$1,000 employee referral bonus for any part time LPN

New hire LPN's will be eligible for tuition assistance/reimbursement if full time

For more information or clarification please see HR

DATES OF IMPORTANCE & UPCOMING EVENTS

- **4/15** ---- Impact Awards Fundraising Gala
- **4/26** ---- Arbor Day Service 2:30PM, Chapel
- **5/16** ---- Ladies' Day Out Fundraiser (joint venture with Lee Initiatives)
- **5/18** ---- **All departments: Mandatory in-person Abuse, Resident Rights, & Fire Safety Trainings**
- **5/29** ---- 11AM-3PM Food Truck Summer begins with Jackie's Groovy Cheese Truck
- **OPEN ENROLLMENT WILL BE AT THE END OF MAY/BEGINNING OF JUNE (dates are to come!!)**
- **6/1 - 6/5** LVV WEEK - MORE TO COME!
- **6/18** ---- Sock Hop (Alzheimer's awareness fundraising event)
- **6/19** ---- 11AM-3PM Big B's BBQ Food Truck
- **7/31** ---- 11AM-3PM Ultimate Stromboli Food Truck
- **8/1** ----- Independent Living Resident Community Garage Sale 8AM-12PM (rain or shine)
- **8/28** --- 11AM-3PM Rosalinda's Food Truck
- **9/11** ---- 11AM-3PM Pappy D's Food Truck

FOOD TRUCK SUMMER

Welcome to staff, residents, and public.

Join us for Food Truck Summer, happening **once a month on Fridays from 11 AM to 3 PM!** Each month, a different food truck will serve tasty treats, so come hungry!

FRIDAY, MAY 29 11 AM - 3 PM	JACKIE'S GROOVY CHEESE TRUCK
FRIDAY, JUNE 19 11 AM - 3 PM	BIG B'S BBQ
FRIDAY, JULY 31 11 AM - 3 PM	ULTIMATE STROMBOLI
FRIDAY, AUGUST 28 11 AM - 3 PM	ROSALINDA'S
FRIDAY, SEPTEMBER 11 11 AM - 3 PM	PAPPY D'S FOOD TRUCK

***Please note that dates may change, and that this list may not include all significant dates that may arise in the future.**

2026 PAYROLL SCHEDULE

Pay Period Start Date	Pay Period End Date	Pay Date
3-16-26	3-29-26	4-3-26
3-30-26	4-12-26	4-17-26
4-13-26	4-26-26	5-1-26
4-27-26	5-10-26	5-15-26
5-11-26	5-24-26	5-29-26
5-25-26	6-7-26	6-12-26
6-8-26	6-21-26	6-26-26
6-22-26	7-5-26	7-10-26
7-6-26	7-19-26	7-24-26
7-20-26	8-2-26	8-7-26
8-3-26	8-16-26	8-21-26
8-17-26	8-30-26	9-4-26
8-31-26	9-13-26	9-18-26
9-14-26	9-27-26	10-2-26
9-28-26	10-11-26	10-16-26
10-12-26	10-26-26	10-30-26
10-26-26	11-8-26	11-13-26
11-9-26	11-22-26	11-27-26
11-23-26	12-6-26	12-11-26
12-7-26	12-20-26	12-24-26

WELCOME TO THE FAMILY!



Skyler Sullivan,
Housekeeper



Dustin McGregor,
Painter



Kelly Thomas, IL
Life Enrichment
Driver



Sophie Eschleman,
Waitstaff



Heidi Lipera,
HC CNA



Leanna Matse,
PC Waitstaff



Lexie Feathers,
PC Waitstaff

A LOOK BACK



A LOOK BACK

