

## our [mission]

*Pathway Enterprises, Inc.  
is committed to ensuring  
adults with disabilities are  
offered opportunities to  
live, work, and recreate in  
their communities so they  
may experience personal  
growth, integration and  
independence.*



1600 Sky Park Drive, Ste 101  
Medford, Oregon 97504

[www.pathway-inc.org](http://www.pathway-inc.org)

facebook: PathwayEnterprises  
twitter: @PathwayOR  
instagram: pathwayenterprisesinc

Due to COVID, this quarter proved to be very challenging for all departments. There were many people throughout Pathway who were quarantined due to close exposure to someone who tested positive, experienced COVID symptoms, or tested positive themselves. The first outbreak at Pinedale was very scary because the individual who was first to test positive was asymptomatic. Within 10 days all residents and all but one staff tested positive. Thank you to Brenda Ackison, Tabitha Reel, and Crystal Golding for stepping in to help Pinedale as staff were sent home to quarantine and take care of themselves. Although Redwood, Comice, Boes, and The Concord all experienced positive cases, these sites were able to mitigate the spread of the virus due to everything we learned from Pinedale. We quickly implemented mobile HEPA filters, Electrostatic Sprayers, as well as full PPE gear, and hazard pay for staff who were able and willing to continue working. I'm happy to report that of this writing, Pathway is free of COVID positive cases, free of quarantine, and most residents and staff have, or will be vaccinated by the end of March. Thank you to our Job Coaches and our Job Developer, Kim, for continuing to support people to work and seek work through the pandemic. As you will read in the Contracts article, janitors have cleaned many, many COVID positive sites and I'm very proud of these folks (Klamath, Jackson, Josephine, and Deschutes Counties) for all they do, every day, to keep our communities safe and healthy. I, like many of you, look forward to the future, when we can gather and enjoy the presence of each other's company. Stay healthy. Wear your mask. Wash your hands.



*Bucky*

Becky Simpson  
CEO, Pathway Enterprises, Inc.

## core [values]

Communication | Teamwork | Professionalism | Opportunity | Attitude

## Contract Services Update

*By Rick Simpson, Director*

Pathway's Contracts department became a COVID cleaning machine this winter! With a score of electrostatic sprayers and a dozen new positions, we have been scrubbing and sanitizing buildings across the state. The pandemic has profoundly changed the way we clean, as well as how we think about cleaning. Our customers have expressed gratitude that we take our mission seriously and do all we can to keep them safe. It has been a challenge given the fast spread of the virus which sent many of our employees into isolation. Schedules became patch-work being held together by supervisors and dedicated staff who are willing to do whatever it takes to get the job done. I am proud of these unseen heroes and I am humbled by their sacrifice and dedication. Thank you all!

We recently withdrew Pathway operations from Brookings and focused on growth in Klamath Falls. The Klamath area has grown to five employees who provide janitorial services in five State buildings. I see continued opportunities for growth as Pathway takes root and thrives.

Bend janitorial operations remain unchanged in size but they have joined in the COVID cleaning treadmill that all of our services are contending with. They remain strong and vigilant in spite of staff isolating due to COVID.

Throughout the year, Pathway's carpet and hard floor cleaning specialists are sent to Deschutes, Klamath, and Douglas Counties, ensuring that all floor surfaces look amazing for our customers. This team has grown to four full time employees!

Painting operations remained busy through summer and fall but slowed as winter and COVID surges occurred. Jackson County operations will receive a new 50' lift in February to enhance our painting capabilities as well as support our window cleaning operation. We continue to invest in the future and plan for a path through and past the volatility of 2020.

With the roll out of vaccines we are looking forward to returning to in-person meetings and trainings. I look forward to re-establishing relationships and joining with teams to reinforce our values and mission!

I want to thank you all for doing such an amazing job in 2020!

**Sign up to support Pathway while you shop!**



You can also "donate now" online at  
[www.pathway-inc.org/how-to-donate](http://www.pathway-inc.org/how-to-donate)

## Perfect 6 Awards

SEPTEMBER	OCTOBER	NOVEMBER
Lester S.	Lester S.	Skye T.
Linda S.	Carolelyn B.	Eliju J.
Carolelyn B.	Amber O.	Kelli L.
Louann F.	James E.	Amber O.
Owen P.	Kyle J.	Jeremy M.
Amber O.	Angela O.	Kellie C.
Zach M.	Angelo F.	Amanda H.
Chelsea T.	Brian H.	Tori S.
James E.	Tom G.	Monserrat R.
Kyle J.	Eliju J.	
	Callie R.	
	Bradley K.	

## Job Coach Highlight

We want to acknowledge and thank job coaches for all their hard work and flexibility throughout this Pandemic. They have excelled during this time, displaying solid teamwork and dependability. The consistency that has been provided to people at their jobs during a time of constant change and unknowns has been phenomenal. Coaches are not only knowledgeable about Pathway's COVID policies and procedures, but also about the policies in place at the businesses they provide job coaching support. They have supported people through layoffs, rehires, new jobs, changes in responsibilities, the list goes on. Through all the changes they have endured, their work has been done with dedication and commitment. Way to go Team Employment!



## Job Development Update

*By Kimberly Larsen, Job Developer*

The Pandemic has not stopped the path to Employment! Dallas began his work at Marshall's as a Seasonal Merchandise Associate putting product out on the sales floor and greeting customers. He did so well that he was offered a permanent position after the holidays. Sal was also hired as a Seasonal Associate at Target filling all of the gift card and battery stations throughout the store and was given the opportunity to not only stay on after the holidays and increase his hours, but the chance to shadow another employee in his favorite Department-Electronics. Way to go Dallas and Sal! Meanwhile, Doug headed back to work at Mountain Mike's after a brief break because of COVID guidelines, and upon his return was given a stylish logo coat to not only keep him warm but also promote his place of work. Looking good Doug! Sarah also headed back to TJ Maxx after a break, and is enjoying meeting new customers and keeping people safe by sanitizing carts at the front of the store.

Employment opportunities have continued to increase in Phase 2 and we are developing partnerships with Target, Marshall's, TJ Maxx, Albertson's, and more! In addition, we are partnering with Vocational Rehabilitation to start a pilot project for a paid work experience option. We already have 2 local businesses who want to collaborate and provide long-term employment opportunities for job seekers through this service. We are looking forward to a modified future of employment for those we support with new positions and possibilities.

If you or someone you know would like to work on Job Development, contact Kimberly Larsen at [klarsen@pathway-inc.org](mailto:klarsen@pathway-inc.org).

## Winter Session at Pathway Community Education Center

*By Robin Reames, Community Center Coordinator*

The Community Education continues to thrive during the pandemic! We are currently teaching 11 classes to approximately 70 students via Zoom. Our winter session subjects include Sign Language, Stress Management, Cooking, Art, Music & Dance, Photography, Relationships, and Social Skills. In February we will begin Gardening class at our Community Garden, preparing it for Spring planting.

When the pandemic began last March, one of our biggest challenges was how we could continue to connect with students who did not have access to technology. With the help of a Carrico Family Foundation grant, we were able to purchase eight laptops and headphones to lend to students who did not have a computer in their home. We currently have five of those laptops lent out, and three of the laptops we use for students who can access our classes on a 1:1 ratio. This technology has not only supported students who would not otherwise take classes, but it has been a learning tool with how to navigate Zoom, and a variety of other computer applications.

We are looking forward to Spring session, where we will add Self-Advocacy and Science classes to our curriculum. Our Science class will include virtual trips to National Parks, science experiments, guest lecturers, and science-based journal writes.

We currently have a year-long partnership with Ashland High School transition classroom, where we teach mini-session subjects to the transition students each week. We have just completed a Cooking class with Crater High School transition students, where we had a cook-off at CraterWorks state-of-art industrial kitchen. We have also connected with Medford School District to help with their new CLAWS grant program during Spring session.

While we have adapted our courses in order to continue to connect during the pandemic, we miss seeing students in person. We can't wait until we are back together again, riding the city bus routes, and taking field trips. Happy New Year everyone!

-Robin and Leslie



## 2020 Awards

Our annual picnic and celebration looked different in 2020, as did many other things. Nonetheless, the following were recognized for their service and dedication:

### *Employer of the Year*

**Garrison's Home** is the perfect choice for this year's Employer of the Year. They embraced Travis' desire to work and created opportunities for him to expand his duties as well as his friendships within this amazing company.

### *Winston Robbins Award*

**Sarah Fugitt** has focused on her health and wellness by making healthy food choices and daily exercising. This effort has increased her confidence and elevated her mood. Sarah has enjoyed her newfound energy by cooking more, cleaning, and doing her laundry. Congratulations Sarah!

### *Leadership Award*

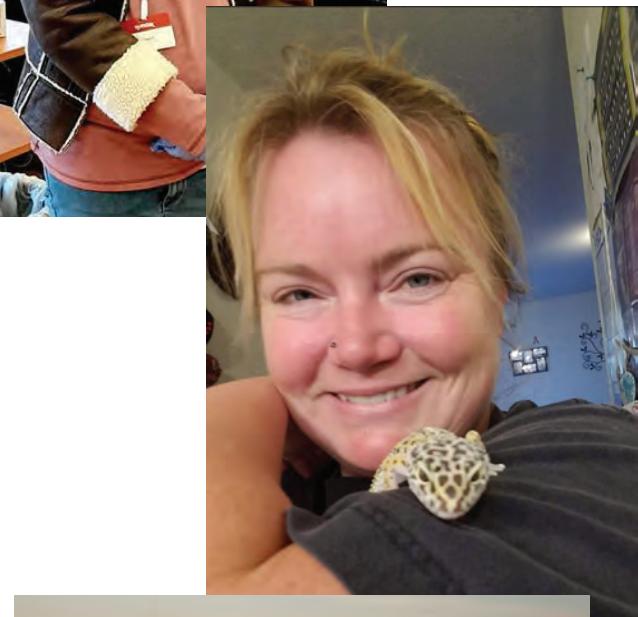
**Kellie Lindenberg** is a positive role model for the supported employment team and the individuals she job coaches. Kellie is dependable, she offers creative solutions to teaching people how to do their jobs, and she ensures consistency and professionalism for the businesses she is part of. Congratulations Kellie!

### *Health and Wellness Award*

**Angie Olson** continually seeks to improve her own health by recognizing poor choices and incorporating healthier ones. She has adjusted her diet and increased exercising, and she understands that health and wellness are a process and every day is an opportunity to work on herself. She does not give up on herself or the people she supports. She encourages the individuals who live at Ridgeway to make healthy choices by encouraging them to eat foods that are good for their minds and bodies. Congratulations Angie!

### *Contracts Leadership Award*

**Tom Mullis** is a rock for the Contracts Division. He has been a loyal ambassador for Pathway for over 14 years. He loves his work; the people, the mission, and his customers. He is consistently looking for ways to improve and how to encourage those who work for him to manage their work load, home life, and quality services. Congratulations Tom!



*Continued on next page.*

## Milestone Awards cont'd

### 5 Years

Yvonne Ackison  
Crista Cartwright  
Laura Clark  
Mark Juber  
Dennis Kane  
Jeremy Morris  
Amber Oden  
Amber Oppegaard  
Cherish Sinks  
Angie Smith  
Dennis Terberg



### 20 Years

Maria Medina

### 10 Years

Ali Brown  
Rochelle Doyle  
Tyler Hayes  
Jennifer Hayes  
Margaret Haynes  
Daniel Hernandez  
Ana Ibarra Garay  
Linda Knight

### 30 Years

Leslie Henderson  
Rush



## Referral Bonus

In addition to applying on our website, job seekers can also see available positions at Pathway on Oregon's new website: <https://impactoregon.careers/about>

Remember, when you refer someone who is successfully hired to work at Pathway, you are eligible to earn a referral bonus! Contact HR for details.

## Human Resources Update

2020 was a busy year for the Human Resources Department!!

Our big project was the implementation of Paylocity, our brand new Payroll system that you all have been using now for a couple of months. It's the first major change we have made like this in at least 8 or 9 years so it was quite an undertaking! It's a huge change for all of us but it makes payroll so much easier with hardly any "operator errors"! It's an amazing system and I think we have just begun to see all of the things we can do with it. I think most of you are logged in to either a monitor or mobile app by now but if you are still having trouble, please reach out to your manager or myself for assistance. We want everyone to be able to easily clock in and out, see their pay stubs on their Self Service Page, and check for company announcements on the Community Page. I feel like this system finally brought all of us into the 21st century where payroll is concerned!

We in Human Resources have also been managing all of the COVID related issues regarding time off and what qualifies for COVID sick leave and what doesn't. It has been a very difficult time for all of us but thank goodness, we have had COVID pay available when it has been needed. To date, we have had 34 employees who accessed the available COVID sick leave either because they were exposed, or their children were exposed and they had to quarantine, or they tested positive themselves. Luckily, every one of our employees who tested positive so far have been able to recover from this terrible virus. Hopefully now that vaccines are rolling out, the spread of the virus will begin to subside.

We started a new benefits year in 2021. We now offer such an amazing list of benefits: ModaHealth medical, vision and prescription insurance, Delta and Willamette Dental plans, Company paid Life Insurance, Short Term Disability Insurance, AFLAC plans, Mercy Flight Ambulance Memberships for those in Jackson and Josephine Counties, Employee Assistance plans, FSA plans, 401K plans with company matching, Alternative Care Plans...and our generous PTO policy...My goodness!! We work for an amazing company!

We are off to a great start this year, and are so proud to be able to provide HR support for each and every one of you. Please stay healthy and safe and when our admin office opens up again (someday soon, I hope!), stop by and say "Hi"!



Behind the scenes, and showing up to work every day throughout the pandemic. Diane, Nancy, Linda, and Steven keep the business afloat, from accepting deliveries at the front door, to keeping our accounting without skipping a beat, and of course getting paychecks out the door! Thank you front office/accounting team for your dedication, commitment, and service to Pathway!

## Friends of Pathway

Thank you to Noel and Lovella Moore for their generous contribution to the Community Education Center. Their funds will assist in preserving the classes that Robin and Leslie teach throughout the year, including the purchase of supplies, and equipment for participants.

Thank you to the Carrico Family Foundation for their generous donation to Pathway's Community Education Center. With their donation we were able to purchase laptops for students to borrow for classes and upgrade kitchen equipment for our cooking classes.

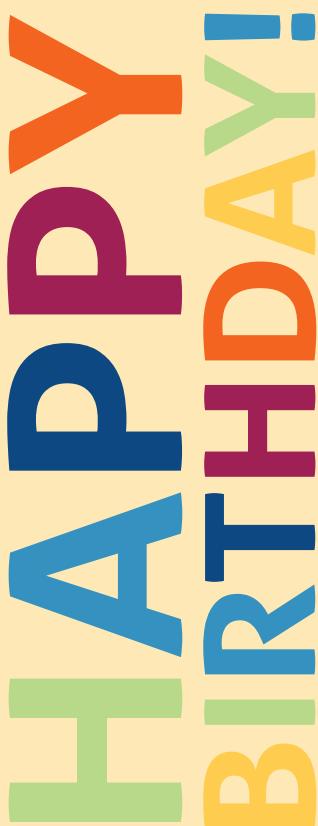
*Pictured: Brandon using one of the Pathway loaned laptops and headphones to connect with his class.*



**Congratulations to both Ridgeway and Boes Programs.**

**Both recently passed licensing with flying colors!**

**Way to go Team Pathway.**



### January

Tammy C.	1/01
Linda C.	1/03
Jeffrey H.	1/04
Katie L.	1/06
Stephanie S.	1/08
Brad F.	1/09
Maria N.	1/10
Daniel M.	1/14
Ashley S.	1/16
Tony D.	1/21
Khristian A.	1/21
Jonathon C.	1/23
Justin C.	1/23
Rebecca R.	1/25
Forrest A.	1/26
Michael D.	1/26
Kimberly L.	1/31

### February

Angela O.	2/02
Jasmine J.	2/03
Tanya S.	2/03
Lance G.	2/04
Brendan B.	2/06
Cori G.	2/07
Janae E.	2/08
Steven H.	2/09
Kandy S.	2/10
Dennis D.	2/11
Aundrea B.	2/12
Tiffany G.	2/13
Tyler H.	2/19
Allison H.	2/19
David R.	2/19
Kayla S.	2/21
Soquoia G.	2/25
Vanessa C.	2/28
Daniel H.	2/28
Kelli L.	2/28

### March

Melissa T.	3/01
Nicole S.	3/03
Rebekah H.	3/04
Michael K.	3/04
Michael M.	3/04
Bailey L.	3/06
Fred T.	3/08
Steven C.	3/12
Amber B.	3/13
James K.	3/16
Theresa H.	3/21
Michelle S.	3/22
Jeffrey L.	3/24
Alesia C.	3/28
Catherine C.	3/27

## DON'T FORGET TO TAKE ADVANTAGE OF ALL OF THESE GREAT BENEFITS!

In addition to Moda Group Health benefits and Paid Time Off, eligible Pathway Employees are offered a variety of additional benefits including:

- Access to MyModa, including 'Quit for Life' smoking cessation support
- Employee Referral Bonus \$\$\$
- Mercy Flights Membership
- Short Term Disability
- Life Insurance
- Aflac BenExtend for all family members
- Employee Assistance Program
- Competency-based Career Path
- Monthly "Perfect 6" Recognition
- 50% Off Membership at the Medford YMCA
- 401(k) Retirement Plan
- Dependent Care FSA/Medical Care FSA
- Tuition Reimbursement

SEE YOUR EMPLOYEE HANDBOOK, SUPERVISOR, OR HUMAN RESOURCES FOR MORE INFO!

### \*\*Employee Assistance Plan\*\*

*Free counseling and resources*

**866-750-1327 or go online to:**

**MYRBH.com**

**Use access code: GoPathway**



### BOARD OF DIRECTORS

Sandra H. Crews, Chair  
*Educator, retired*

Kristine Allison, Vice Chair  
*Chief of Police, City of Central Point*

Toni Hernandez, Secretary  
*Owner Black Rock Coffee Bar and Parent*

Wayne Brown  
*Retired Business Owner and Parent*

Megan Sandlin  
*Special Education Teacher, Phoenix/Talent High School*

Jennifer Horton  
*Administrative Manager, Siskiyou Cascade Resources*

C.J. Shipley  
*PayneWest Insurance, Sales Executive/Commercial Ins.*

### ***Safety First!***

The management of Pathway Enterprises, Inc. holds the safety, health, and welfare of our employees in high regard. We constantly strive to maintain a safe and healthy work environment.

Remember to report any on-the-job injuries or unsafe conditions you observe to your immediate supervisor no later than the end of your daily shift, or as soon as possible following treatment.

*Let's all stay safe so we can better serve the individuals we support!*

**Get Social!**

facebook: @PathwayEnterprises | twitter: @PathwayOR  
instagram: @pathwayenterprisesinc