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As we start the new year, we are excited to begin fulfilling our mission for the future. Our objective is to create a community where connections thrive, where everyone plays a vital role in defining our collective experience.

We aim to foster an environment where personal and collective growth intertwine, propelling each member of our community towards greater heights. Through shared experiences and mutual support, we aspire to be a source of inspiration for one another.

In alignment with our vision, we updated our core values centering around our passion for people, making a difference, integrity, and the power of working together.

In 2023, we also charted our strategic plan that encompasses key pillars such as engaging and empowering community experiences, team member recruitment, retention and development, effective financial management, advanced technology, continuous innovation, expansive outreach, and sustainable growth. These elements form the roadmap to our journey ahead.

Our team is dedicated to providing an unparalleled community experience, fueled by a commitment to excellence. Finances are managed with prudence, ensuring stability and resilience. Embracing technology and innovation, we aim to stay at the forefront of progress, creating a space that evolves with the ever-changing landscape.

Outreach is a priority as we seek to extend our impact beyond boundaries, reaching those who can benefit from our shared mission. Growth, sustainable and purposeful, remains at the core of our endeavors.

Thank you for being an integral part of Givens Communities. Here’s to a year of meaningful connections, continuous innovation, and collective growth. Wishing you a Happy New Year filled with endless possibilities!



Kevin Schwab
Chief Executive Officer
Givens Communities

SIGNIFICANCE OF CORE VALUES

Givens Communities established a culture task force which has been creating initiatives to enhance our organizational culture. As part of this effort, the Task Force has conducted several surveys. Most recently during 2023, a survey was conducted asking team members to choose key words or values that they identify with.

In reviewing this feedback, it became clear that while our core values resonated, not all of them were completely clear or fully represented our environment in the way we had intended. The Task Force embarked on an in-depth process of distilling down our current core values, incorporating key words highlighted from team member survey feedback, then constructing values that would be representative and easily understood.

On January 25, the proposed new Core Values were approved by the Givens Communities Board of Directors. We are pleased to share these new values with you here for the first time. Further communications on these values to come.

The new Givens Communities Core Values are:

People Passionate

We value every person. We strive to respect, support, enrich, and empower one another.

Make a Difference

We honor our legacy of making a difference in the lives of others. We see opportunities in challenges, seek creative solutions, and work tirelessly to ensure that we are improving and innovating to be a positive force in our community.

Power of Community

We are better and more creative when we work together. We harness the power of community for the greatest possible impact through collaboration, strong relationships, and embracing diversity.

Do What's Right

We act with integrity and accountability, recognizing what is right is not always easy or popular. We take responsibility for our decisions, persevere through challenges, and are good stewards of our resources.



Creating Community Empowering Lives OUR CORE VALUES



PEOPLE PASSIONATE



MAKE A DIFFERENCE



POWER OF COMMUNITY



DO WHAT'S RIGHT

KIRSTEN CONE TO LEAD ESTATES

Givens Estates has a new Executive Director, as we welcome Kirsten Cone onboard in this leadership position. Kirsten has served as the Program Director of CarePartners PACE (the Program of All-Inclusive Care for the Elderly, a comprehensive managed care program of services) and most recently, Private Duty Services. Kirsten has worked in communities such as Choice Health Management, Kisco Senior Living, Valencia Terrace and Heritage Greens.



Marcus , Kirsten, Xavier, and Zachary

When she isn't working, Kirsten said she loves raising her two boys, Zachary, 13, and Xavier, 9. "When not busy with my boys, you might find me wine tasting and hiking with my boyfriend Marcus. My commitment to self-care and wellness involves reading, Pilates and singing at First Congregational Church," she said.

Kirsten holds a bachelor's degree in physical therapy and a master's degree in business administration. She served on the inaugural advisory board for the International Council on Active Aging.

Q & A With Kirsten

How did you get involved in senior care?

Since I was a young girl, I have had the good fortune of growing up in Connecticut with a multi-generational Italian/Irish family. I always had aunts, uncles, grandparents and great grandparents in my life. I would tell my parents as a young girl that when I look at elderly women, their silver hair and wrinkles are just beautiful and illuminate wisdom. Professionally, I started my career as a physical therapist. I knew early on that I desired to concentrate on my specialty of geriatrics. After completing my MBA, I knew that wellness, business and senior care was my calling.

What is it that attracted you to Givens Estates?

I was drawn to Givens because of its alignment to my own values on community, connection and caring. However, what truly resonated in my soul was our shared value of courage. To be part of an organization that moves boldly into uncharted waters with community initiatives for staff and residents is exciting. I'm always seeking meaningful relationships and I'm drawn to lead a community where individuals are empowered to continue to rise.

Do you have any goals for the future here?

One of my goals is to continue to honor the rich history of Givens' commitment to the WNC community by seeking to understand it through those who live on campus and have experienced it.

Additionally, I'm thrilled to lead a new vision of what vibrant and successful aging looks like in the next 10+ years. I know that we together can start to eliminate ageism and educate others on the embodiment of what purpose and passion looks like in this season of living.

GIVENS GAINS NEWSWEEK TOPS RANKINGS

Givens Highland Farms is 7th statewide and 40th nationally in Newsweek’s inaugural “America’s Best Continuing Care Retirement Communities 2024” rankings, while Givens Estates is 1st in North Carolina and 13th in the country.

“Givens Communities stands for exceptional senior living experiences,” said Givens Communities CEO Kevin Schwab. “We believe in endless possibilities and the opportunity for vibrant aging, and these rankings are further validation that we are serving our residents with dedication that merits such distinction.”

Nancy Cooper, Newsweek Global Editor in Chief, wrote that “today’s senior citizens are more active than the generation before them. Consequently, senior housing options have changed to meet the expectations of these active retirees, with a wide variety of activities like

fitness classes, gardening, dance lessons and book clubs, just to name a few.”

“Earning top spots in the state and the nation is a testament to Givens Estates holistic approach, emphasizing not only quality care but a vibrant and engaging environment,” said David Smith, then Interim Executive Director of Givens Estates. “From state-of-the-art facilities to a rich tapestry of social, cultural, and recreational opportunities offered across Western North Carolina, residents thrive in a community that values their well-being, fosters a sense of belonging, and provides opportunities for enrichment and discovery year-round.”

When residents talk about Givens Highland Farms, “the word that comes to the top is ‘community,’” said Ken Kramer, Executive Director of Givens Highland Farms. “We are certainly proud to be among the top communities in the country, but most importantly we are proud of the individuals who have chosen to call us home. It is these individuals who create an environment that encourages interests, passions and fosters friendships for a vibrant and thriving lifestyle.”





BROOKSIDE OPENS

Brookside Apartments and Brookside Commons, the latest addition to Givens Highland Farms, are open and look fantastic, while Vista Ridge North is steadily progressing toward completion.



BAILEY TO RETIRE AFTER 35-YEAR GIVENS CAREER

Mark Bailey will be gracefully concluding his role as Director of Philanthropy and esteemed specialist in fundraising efforts in February, marking an impressive 35 years of dedicated service.

Throughout Mark's outstanding tenure, his passion for our mission has been the catalyst for numerous successful campaigns and initiatives. His commitment to raising funds for Givens has etched an indelible mark on our organization's success and impact. Mark's expertise, enthusiasm, and ability to align the aspirations and needs of the organization and its residents with philanthropic resources have not only raised critical funds but have also forged enduring relationships crucial to advancing our vision.

"As I step toward retirement after more than 35 years, I am filled with gratitude for the many meaningful friendships with our residents, my colleagues, and our Board of Directors," Mark said. "I have always appreciated the countless thoughtful and reflective conversations with each of you. Your meaningful and generous support of Givens contributed to our successes and serves as a driving force for the impact we aim to make in the future.

"Words seem inadequate to convey my gratitude to those who have generously invested in our mission, either financially, through volunteering, or just by embodying the spirit of our mission. Your compassion and concern for the well-being of the people in our region and our Givens communities are inspirational. Your unwavering dedication has made a lasting impact on me.

"May the Lord continue to shine on each of you and through you in all that you do. The Givens Communities family has helped make my life journey meaningful and memorable."

If you wish to honor Mark, consider making a gift to Givens Cares or Life Enrichment, as these initiatives hold great significance to him and will leave a lasting impact for many at Givens Communities, mirroring the impactful legacy Mark has created.



BOARD CHAIR HONORED

Joe McGuire, Chair of Givens Communities Board of Directors, has been inducted into The Order of the Long Leaf Pine, North Carolina's highest civilian award recognizing public service.

President Emeritus of the legal firm McGuire, Wood and Bissette, Joe has made a lifelong commitment to civic engagement and community involvement. The Order of the Long Leaf Pine is given by the Governor to persons who have made significant contributions to the state and their communities through exemplary service and exceptional accomplishments.



NURSE AIDE PROGRAM CELEBRATES ANOTHER SUCCESSFUL COHORT

Givens Communities celebrated the successful completion of the Fall 2023 Nurse Aide Training Program class with pomp and circumstance, excitement, and plenty of pride.

With family and friends, residents, and future colleagues in attendance, a ceremony was held at the new Brookside Commons Assembly Room at Givens Highland Farms in Black Mountain. Five graduates received certificates, flowers and gifts to honor their completion of the 10-week training program. Next steps will be for them to take the N.C Nurse Aide I exam to become Certified Nurse Aides.

The “earn while you learn” program was designed to support staffing for Givens Communities and create a direct pathway from training to career for current and new team members. Trainees earn a full-time salary while studying the North Carolina Nurse Aide I curriculum, with all tuition, books, supplies, and exam fees covered. In return, they work for one year as a CNA, caring for residents at one of the Givens Communities clinical sites. When not in class, trainees work as resident assistants, assisting with non-patient care tasks in one of the Givens Communities clinical settings.



BLACK HISTORY MONTH 2024

February marks Black History Month, which in 2024 will recognize significant achievements of visual and performing arts, literature, fashion, folklore, film, music, architecture, culinary and other forms of cultural expression of African American influence.



Al Whitesides, Givens Board Member, addressed the 43rd annual MLK Prayer Breakfast in Asheville.

Many of the origins of the annual observance can be traced to 1926, with February chosen because of two significant birthdays during the month: President Abraham Lincoln's birthday on Feb. 12 and abolitionist leader Frederick Douglass on Feb. 14. President Gerald R. Ford officially recognized Black History Month during the country's 1976 bicentennial. Givens Communities holds a vision of Endless Possibilities, Vibrant Aging, which includes the broader community of Western North Carolina and its diverse population.



Givens is a platinum-level sponsor of the annual Dr. Martin Luther King Jr. Prayer Breakfast, sponsored by the Dr. Martin Luther King Jr. Association of Asheville and Buncombe County, at the Crowne Plaza Resort on Resort Drive in Asheville. Breakfast, and held this year on Jan. 13.



The Givens Communities Board of Directors established an ongoing organization-wide diversity and inclusion strategic plan to ensure that each campus is equitable for residents and team members. A culture of inclusion and diversity cultivates trust and creates an environment that is safe, where everyone has a sense of purpose and an opportunity to contribute.



SENIOR HOUSING TRENDS

Most modest and low-income seniors struggle to find affordable housing and supportive services.

In fact, very few have the assets to pay for care in their homes. Many are living in homes that are not designed or equipped to meet their needs as they age.

Compounding the problem, the health system can be complex and difficult to navigate. Government agencies, federal and local, are struggling to find ways to care for this aging population.

Givens Communities is working to find innovative, collaborative ways to create more affordable senior living in the western end of the state.

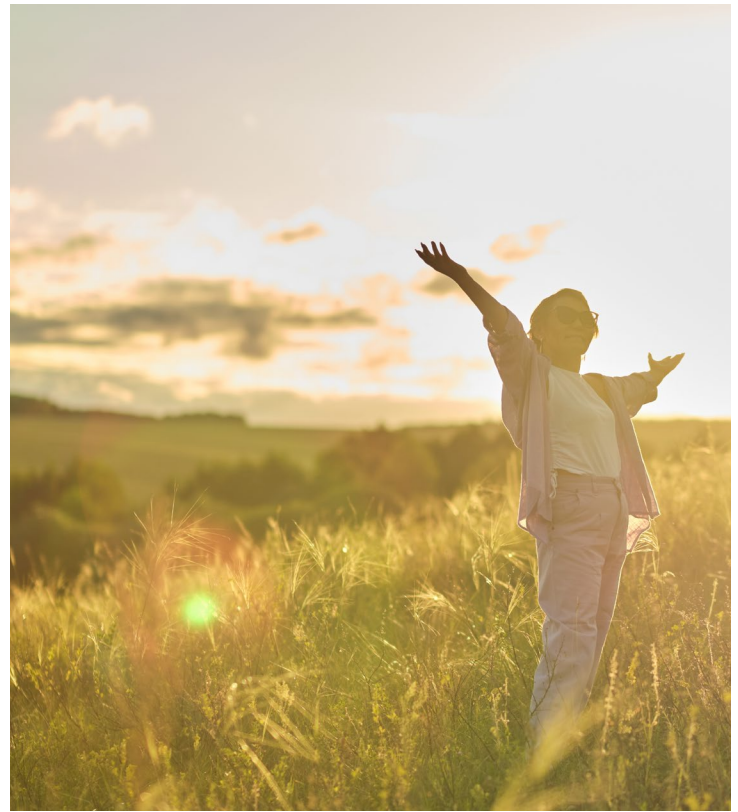


Givens Affordable Communities have developed a model of housing with supportive services to meet the needs faced by helping older adults age successfully in their homes and communities. By embedding social workers and a community nurse into affordable senior housing, residents are supported through challenges and health transitions, and they are not only healthier, but they thrive through overcoming social isolation, rediscovering interests, and talents, contributing, learning, and playing. All of this results in increased health, which enables seniors to live fully and age with dignity.



More than 3.7 million people 50 and older live in the state of North Carolina, the ninth-highest number among all states. However, North Carolina is aging much more rapidly than much of the country. In fact, the median age in North Carolina has risen 4.3 percent since 2010, the 12th-largest increase and much higher than the overall national rate of 2.7 percent. The National Association of Home Builders suggests meeting the demands for senior housing by:

- Finding reasonably priced land near public services and shopping.
- Working with municipalities to obtain necessary zoning and permits.
- Discovering ways to bring construction costs down.



Givens Affordable Communities have recent successful examples of things to come:

- Webster Village, a partnership between Givens Communities, Western Carolina University and Mountain Projects of Sylva, plans to build more than 200 new housing units, with 120 being senior living apartments.
- In McDowell County, Givens purchased the historic Clinchfield Mill building in Marion for affordable housing. Leadership met with local officials and service providers to gain insight on how the mill, land and other structures could best serve the local population. This project involves partnership between Givens Communities, Western North Carolina Community Health Center, and The Gateway Health Foundation.

Answers to Frequently Asked Questions Regarding Givens Home First, Givens Choice, Home Care and Home Health

What's the difference between *Givens* HOME FIRST vs. *Givens* CHOICE

Comparison Criteria	Givens Home First	Givens Choice
Type of Program	Home and Community Based Services	Continuing Care at Home
Executive Director	Jessie Bosshard	Erin Strain
Clients	Currently, all clients are Givens residents	Residents of Western North Carolina
Services Offered	Home Care, Aging in Place and Community Nursing	Personalized Care Navigation, including long-term services and support
Payment	Fee for service and paid out of pocket (some long-term care insurance plans reimburse)	One-time membership fee and monthly maintenance fees
Regulatory Body	Division of Health Service Regulation (DHSR)	Department of Insurance (DOI)
Timeframe	Often ongoing	Lifelong
Website	https://givenshomefirst.org/	https://givenschoice.org/

What's the difference between Home Care vs. Home Health?

Comparison Criteria	Home Care Agencies	Home Health Agencies
Does Givens provide?	Yes, Givens has a licensed agency	No, Givens does NOT have an agency
Types of care	Variety of person-centered services that support health and well-being and help clients age in place.	Skilled in-home care, wound and med management, therapy etc., often supporting patients short-term.
Payment	Paid out of pocket, some LTC insurance plans reimburse	Medicare and commercial insurance plans cover costs
Medicaid and Medicare	Does not qualify	Qualifies for reimbursement
Physician ordered	Only for nursing care	Yes, must be physician ordered
Decision-maker	Client's choice	Licensed provider decides
Timeframe	Often ongoing	Often short-term



Be sure to follow us on Facebook, Instagram, LinkedIn and our website News blog, where we regularly post highlights of the great things happening every day at Givens Communities.

Introducing: Dorvie Home Concierge



Enjoy Life, Let Your Dorvie Concierge Handle the Rest!

Givens has partnered with Dorvie to present a new concierge service that organizes non-medical home services: home repairs, prepared meal delivery, lawn care, house cleaning, laundry, and more.

Your Givens Choice membership gives you access to a one-stop experience, complete with a dedicated Dorvie concierge, exclusive member rates, reliable and vetted vendors, and consolidated service billing.

Follow the link or give us a call to learn more!



HOME REPAIRS



DELIVERED MEALS



LAWN CARE



HOUSE CLEANING



LAUNDRY & DRY CLEANING



AND MORE!

Pick what you need, leave what you don't

How Does It Work?

1

BUNDLE SERVICES YOU NEED

Pick all the services you would like delivered each month.

2

SELECT SERVICE FREQUENCY

Select how often you need each service: (bi) weekly, monthly, etc.

3

SCHEDULE A CONCIERGE CALL

Your concierge will customize and schedule your services.

4

DORVIE HANDLES THE REST

Your concierge coordinates all logistics & sends you a single bill.

CANTRELL TO CHAIR SMOKIES PARTNER BOARD

Geoffrey Cantrell, Givens Communities Director of Public Relations and Communications, was recently named Chair of the Board of Directors of Great Smoky Mountains Association. Passionate about the Smokies and its park, Geoff has served on the board of the educational nonprofit for a total of 22 years.



Great Smoky Mountains Association has a 70-year history of supporting the preservation of Great Smoky Mountains National Park and has provided more than \$50 million in direct aid to the park since its founding in 1953. The organization employs 115 people, operates 11 visitor centers and contact stations in and around the park, maintains a

roster of over 29,000 members, publishes a twice-yearly magazine, has published hundreds of books and brochures about the park and its impact, and contributes at least \$1,750,000 in cash to the park annually. Its 12-member board governs all these activities and more.

“I’m honored and thrilled to take the reins of the association’s board at this pivotal time in our history,” Geoff said. “We are starting 2024 with an exciting balance of seasoned and novice board members—all of whom are professionals with vast experience and expertise that they bring willingly to their volunteer positions. It’s a privilege to work with them all and with the outstanding staff at Great Smoky Mountains Association.”

A Waynesville resident, Geoff is the eldest son of former Smokies park ranger Bud Cantrell and Alatha Cantrell, who live in Balsam. Following in his father’s footsteps, young Geoff came to know virtually every corner of the Smokies. His childhood was spent playing, fishing, and hiking in the park and learning about its rich natural and cultural history.

Geoff attended the University of North Carolina Asheville, where he earned a bachelor’s degree in communications. For many years he handled public affairs for the North Carolina Wildlife Resources Commission in Raleigh. Still an avid fly fisherman and outdoorsman, Geoff has been known to arrive at GSMA board meetings in his waders.

Team Member Anniversaries

Givens Communities celebrates the work anniversaries of everyone who joined our team during the months of January, February and March and combined have contributed more than 175 years of service.

Name	Department	Campus	Service
METZ, EDWINA P	General Nursing	The Givens Estates	21 years
ARSENOVICH, TAMARA	Environmental Services	The Givens Estates	17 years
SORTO, MARIA P	Food Service	The Givens Estates	16 years
TIPTON, TOM	Security	The Givens Estates	16 years
MCVAY, SALLYANNE I	Life Enrichment	The Givens Estates	14 years
STEWART, MELODY R	Maintenance	The Givens Estates	13 years
DILLINGHAM, DIANA	Assisted Living	The Givens Estates	12 years
ARNEY JR, PAUL H	Environmental Services	The Givens Estates	12 years
ARNEY, MARIA	Environmental Services	The Givens Estates	11 years
CALDWELL, JOY	Assisted Living	The Givens Estates	11 years
SOARES, GERALD J	Maintenance	The Givens Estates	6 years
GASPERSON, LORI M	Marketing	Givens Communities	6 years
PICKENS, LATISHA A	Environmental Services	The Givens Estates	5 years
ROBINSON, CARLA D	Marketing	Givens Communities	4 years
BESEN, SHARON H	General Nursing	The Givens Estates	4 years
RYMER, STACY N	General Nursing	The Givens Estates	4 years
BROWN, LINDA L	Food Service	The Givens Estates	4 years
SELLERS, STEVE	Maintenance	The Givens Estates	4 years
SHAW, JACOB T	IT	Givens Communities	3 years
TATE, LEITH M	Administration	Givens Highland Farms	3 years
BANKS, LISA M	Assisted Living	The Givens Estates	3 years
LEWIS, BRENDA K	Spiritual Care	The Givens Estates	3 years
MIHALIK, PATRICIA G	Assisted Living	The Givens Estates	3 years
BRELSFORD, RACHEL	Life Enrichment	The Givens Estates	2 years
COLE, ANDREW A	Food Service	The Givens Estates	2 years
CARDOSO, LINO	Food Service	Givens Highland Farms	2 years,
CORBIN, BRIAN N	Security	The Givens Estates	2 years
PRESTON, HUNTER H	Spiritual Care	Givens Highland Farms	2 years
DAVIS, BRYSON L	Grounds	The Givens Estates	2 years
ENGLISH, GILLIAN M	Food Service	The Givens Estates	2 years
RITCHIE, SELENA	General Nursing	The Givens Estates	2 years
LAIL, NEAL A	Marketing	Givens Communities	2 years
HUTCHINGS, BEN	Marketing	Givens Communities	1 year
ROBINETTE, KEITH A	Human Resources	Givens Communities	1 year
RIVERA, FERNANDO	Food ServiceCook	The Givens Estates	1 year
WOTEN, CODY	Environmental Service	The Givens Estates	1 year
GARDNER, WILLIAM R	Environmental Services	The Givens Estates	1 year

SMITH, MARILYN A	Life Enrichment	The Givens Estates	20 years
GLOVER, DONNA P	Environmental Services	The Givens Estates	12 years
RUNION, KATIE E	General Nursing	Givens Highland Farms	12 years
MASSAR, MARK J	Maintenance	The Givens Estates	12 years
CROSSON, ANDREW H	GAC Development	The Givens Estates	11 years
BROWN, DARRON E	Maintenance Maintenance	The Givens Estates	9 years
FALLS, ISABELLE R	Environmental Services	The Givens Estates	8 years
SMITH, JUDY A	Environmental Services	The Givens Estates	8 years
NORWOOD, MARK E	Maintenance	Givens Highland Farms	7 years
BROWN, JUDY	Prentice Lodge	Givens Highland Farms	7 years
AVERA, BAYLEE	Human Resources	Givens Communities	6 years
MILLS, QUANEISHA S	General Nursing	The Givens Estates	6 years
ENAENA, KRISTINA M	Assisted Living	The Givens Estates	6 years
CAMBY, JOEY A	Maintenance	The Givens Estates	4 years
ROSARIO, NICHOLAS A	Food Service	The Givens Estates	4 years
HILL, DILLON S	Grounds	Givens Highland Farms	3 years
BALL, BEATA B	Administration	Givens Highland Farms	3 years
RANUCCI, PAUL J	Grounds	The Givens Estates	3 years
HONG, CHOONG P	Environmental Services	The Givens Estates	2 years
CLARK, KIMBERLY A	General Nursing	The Givens Estates	2 years
WEINERTH, CHRISTINE M	Administration	The Givens Estates	2 years
MUDONG, WELPERSON	General Nursing	The Givens Estates	2 years
BARRUETA, HECTOR	Maintenance Maintenance	The Givens Estates	1 year
KILGORE, REGINA A	Givens Choice	Givens Choice	1 year
HEAD, ANGELINA	General Nursing	Givens Highland Farms	1 year
HILL, ASA W	Food Service	Givens Highland Farms	1 year
HUEHLS, RACHEL E	General Nursing	Givens Highland Farms	1 year
ROBERTS, WILL	Grounds	Givens Highland Farms	1 year
BALL, DORINDA L	General Nursing	Givens Highland Farms	1 year
DELEON-SWANSON, J M	General Nursing	Givens Highland Farms	1 year
FORD, KAREEM	Security	The Givens Estates	1 year
MOLE, LATONYA K	Home Care	Givens Communities	1 year
SIMMONS, LAKITA R	General Nursing	The Givens Estates	1 year
SUMMEY, KASEY S	General Nursing	The Givens Estates	1 year
FORNEY, SONYA	Environmental Services	Givens Highland Farms	1 year
CRAIG, TIFFANY	General Nursing	Givens Highland Farms	1 year
JEFFERSON, TRACY R	Assisted Living	The Givens Estates	1 year
BUCKWALTER, KRISTINE	Development	Givens Communities	1 year
COPE, DIXIE	General Nursing	Givens Highland Farms	1 year
MCCURRY, CINDY R	Home Care	Givens Communities	1 year
RAGAN, MAGGIE	General Nursing	Givens Highland Farms	1 year
BALLARD, LIBBY	Environmental Services	The Givens Estates	1 year

NICHOLS, JILL L	General Nursing	Givens Highland Farms	19 years
PECK, DAVID M	Life Enrichment	Givens Highland Farms	13 years
COLLINS, BARBARA A	Food Service	The Givens Estates	10 years
MIN, YOUNG	Food Service	The Givens Estates	8 years
MILLER, NICOLE E	General Nursing	Givens Highland Farms	8 years
BAILEY, JEFFERY P	Environmental Services	Givens Highland Farms	7 years
RICE, KARLA B	General Nursing	Givens Highland Farms	6 years
PHILLIPS, SARA N	General Nursing	Givens Highland Farms	6 years
OTTO, DEBBIE M	General Nursing	The Givens Estates	5 years
THOMAS, JOY L	Assisted Living	The Givens Estates	5 years
NAULT, DAVID	Maintenance	Givens Affordables	5 years
GANT, DORIS A	Administration	Givens Affordables	5 years
BISHOP, MIRELVIS	Food Service	Givens Highland Farms	4 years
RICE, SUSAN D	General Nursing	The Givens Estates	4 years
HUTCHINS, ELIZABETH A	General Nursing	Givens Highland Farms	4 years
MORROW, TINA	Home Care	Givens Communities	3 years
LANE, MORGAN N	Food Service	Givens Highland Farms	2 years
OWEN, ROSETTA G	General Nursing	The Givens Estates	2 years
YOUNGBLOOD, HUNTER L	Givens Choice	Givens Choice	2 years
BOWLS, JAMES T	Environmental Services	The Givens Estates	2 years
STATES, KIMBERLY	Administration	Givens Affordables	2 years
KORNER, SONJA M	Home Care	Givens Communities	2 years
PACK, RACHEL R	General Nursing	Givens Highland Farms	2 years
WEINHAGEN, FRANCINE	Assisted Living	The Givens Estates	2 years
ROZGA, TIFFANY L	Assisted Living	The Givens Estates	2 years
BARRERA, ORLANDO	Food Service	The Givens Estates	1 year
BOALO, NICOLE	Food Service	The Givens Estates	1 year
MUHAMMAD, ANIYAA	Food Service	The Givens Estates	1 year
ROBERTS, BEAR	Marketing	Givens Communities	1 year
SHERMAN, VICKY	Home Care	Givens Communities	1 year
FOOR, PHAIDRA	Home Care	Givens Communities	1 year
HEINE, ALMA	Food Service	The Givens Estates	1 year
PUGH, GABE	Environmental Services	Givens Highland Farms	1 year
BROCK, SHADDEN	General Nursing	Givens Highland Farms	1 year
COMPTON, JENNIFER	General Nursing	The Givens Estates	1 year
WHITMIRE, TIFFANY	Environmental Services	Givens Highland Farms	1 year
KARCHER, CHRIS	Maintenance	Givens Highland Farms	1 year
HARE, FAITH	Environmental Services	Givens Highland Farms	1 year
ROGERS, PENNEY	Administration	Givens Highland Farms	1 year