

Town Meeting Recap

At the recent town meetings, Patrick Martone, CEO asked employees to answer questions about what we are good at, what we can continuously improve upon, what residents and families expect from us and what we can do as individuals to address expectations. The number one answer in every category was "Communication". We work hard to be good at it, but could always improve and it's what the residents and families expect of us and the only way for us to address that expectation.

Capital Living and Rehabilitation Centres are dedicated to the philosophy to serve our communities by utilizing the three "C's"; Caring...Compassion...Commitment. Based on the town meeting Q&A session, we certainly want to recognize the fourth "C" that all of you came up with; Communication.

Thank you to everyone who participated in the town meetings and for recognizing what sets us apart from others. As always your attendance at town meetings is appreciated. Here are some of the other answers that were given to those same questions:

Team Work, Listening, Sincerity, Patience, Positive Attitude, Understanding, Knowledge, Warmth, Flexibility and Trust.

Employee Spotlight

There are times when we all think we just can't make it through one more day but because we are dedicated and committed, we find a way to continue. This employee spotlight focuses on twelve of our employees reaching 25+ years of service in the 1st Quarter of 2007. Join us in congratulating the following employees for the continued dedication and service:

The Springs

Mabel Brady, CNA
Barbara Messenger, Diet Tech

The Country Manor

Mary Lou Peebles, Bus. Office Mgr

The Stanton

Audrey Ladd, CNA
Gloria Gifford, Laundry
Mary Jordan, CNA
Marjorie Maille, Ctri Supply

The Avenue

Angelina Wilkie, CNA
Mildred Sarchioto, Cook
Jean DePasquale, Activities
Gomattie Rai, Food Service
Karen Gannon, CNA

CONGRATULATIONS TO ALL OF YOU!

The Benefit Buzz

Looking forward to retirement?... the company 401k plan, offered through Prudential, allows you to choose what to invest in and you can make changes to those investments at any time. Your contributions are pre-tax, and Capital Living will match your contribution up to 10% of your first 5% of salary! Pick up an *Enrollment Learning Guide* from your business office today and start saving for your retirement. Next open enrollment is April 1st.

And then there was sight!... we are very pleased to have added the Block Vision plan for eyewear coverage to the benefit package and the fact that over 160 eligible employees took advantage of first enrollment into the plan. Eligibility begins on the 1st of the month following 6 months of full/part time employment. See your business office today for a *Vision Plan Summary and Enrollment Form*. Next open enrollment is January 1st 2008.

Discounts on insurance... in September we joined with MetLife to offer eligible employees a potential discount on home and auto insurance. Since that time, several employees have received discounts and have taken advantage of the payment through payroll deduction system. To receive your free quote today for home and/or auto insurance, call 1-800-GETMET8 or go online to www.metlife.com/mybenefits. All you need is your current policy information and don't forget to tell them which facility you work for!

Caring ... Compassion ... Commitment

In this issue:

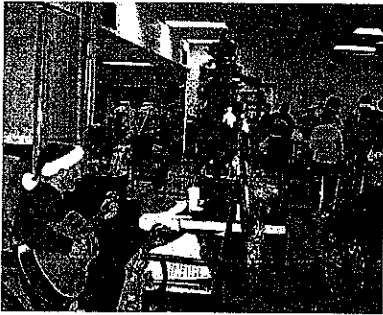
Town Meeting Recap	1
Employee Spotlight: 25+ Years of Service	1
Benefit Buzz: 401k Vision	1
A Welcome to Our New Employees	1
Facility Focus: The Stanton	2
Safety First: Proper Body Mechanics	2
Upcoming Events	2
Quarterly Quote	

WELCOME ABOARD!

December New Hires

Capital Living would like to welcome the following new employees to the family!

Seerojnie Persaud	Vkobong Umana
Samantha Askew	Maureen Riddick
Jean Sparks	Daniel Coulman
Ivonee Santiago	Elena Vega-Castro
Elizabeth Cepeda	Tashialynn Deer
Carmina Janis	Moet LaRocque
Jine Charleston	Ann Derzelle
Brian Franklin	Anthony Stinzian
Sharon Carden	Dwana Jackson
Minach Rajpaul	Cherie Clough
Mehtaram Maniram	Bethany Jensen
Karim Salley	Karina Bilibi
Naomi Wilkinson	Anaqueel Payne
Rosalie Silas	Marie Hyde
Dolores LaRock	Dorjana Turshirk
Margaret Martindale	Carla Douglas
Pamela Benigno	Jacqueline Lorenze
Melissa Harrington	Elizabeth Hausler
Diane Iannoau	Angeline LaMarca



Bruce VanGuilder on acoustic guitar entertained shoppers with his holiday music selection



Pamela French, Director of Recreation (seen here dancing with one of the shoppers) entertained us all with her holiday spirit

Facility Focus

The Stanton Nursing and Rehabilitation Centre Glens Falls, New York

19 days before Christmas and what was around?
The sound of holiday music and gifts to be found.

Acoustic guitar, playing "Silver and Gold",
while quilts, books and crafts were quickly sold.

Residents, visitors and staff alike

Enjoyed cookies and cocoa by the twinkling lights

The experience reminiscent of Downtown Glens Falls,
Shopping and entertainment—a holiday event enjoyed by all.

On December 6th, the feeling of downtown Glens Falls holiday shopping was recreated for residents, staff and visitors to enjoy. Local vendors Avon, Queensbury Quilts, Creative Stitchery, Unique Expressions, Mary Kay, The Lighthouse Bookstore and At Home America were invited to participate in the event and sell some of their most popular store items. Shoppers sipped hot cocoa and nibbled on holiday cookies while enjoying live holiday entertainment, provided by Bruce VanGuilder, and stopping by to see which of the local vendors had the best holiday gift items.

Pamela French (see picture on left), Director of Recreation, said they would definitely be making this an annual event and already had a lot of suggestions from all the shoppers about how to make improvements for next year. An annual event that surely none of us will want to miss!

UPCOMING EVENTS

President's Day	February 19
Daylight Savings Time	March 11
401 k Open Enrollment (sign up by March 23rd)	April 1
Nursing Rehab Training Program (Springs, Avenue, Dutch Manor)	Feb-May

QUARTERLY QUOTE

"Just because something doesn't do what you planned it to do, doesn't mean it's useless"

- Thomas Edison

Safety First: Proper Body Mechanics

Back strain due to overexertion represents one of the largest segments of employee injuries in the workplace. Only the common cold accounts for more lost work days. The Occupational Health and Safety Administration (OSHA) maintains that when lifting is required, by utilizing the following Lifting Technique Guidelines, some back strain may be prevented:

1. Position yourself closely to the object you are lifting
2. Separate your feet: put one slightly in front of the other
3. Bend your knees to a comfortable degree (legs are stronger than the back, so push from your knees rather than from the waist)
4. Lift slow and keep your body straight; avoid fast, jerky motions
5. When lowering an object, use your leg and back muscles to comfortably and slowly lower the object
6. When lifting, always make sure the object is even and balanced.
7. Never carry or lift above your head or on the side of your body
8. Get help when necessary; don't strain!