

KidsCare MONTHLY

YOUR MONTHLY GUIDE TO ALL THINGS KIDSCARE



WHAT'S IN THIS ISSUE?

EMPLOYEES OF THE
QUARTER - TEXAS EDITION

KAREN'S CORNER

"What is the benefit lookback period? Why do we go through this process?"

The lookback period is a result of the Affordable Care Act. Its regulations are massive and have had a major impact on health insurance coverage, health care costs, and preventive care. Currently, it requires employers with 50 or more fulltime employees (and/or 50 fulltime "equivalent" employees) to offer health insurance to their workforce. You may be wondering... what exactly is a fulltime "equivalent" employee? There are many jobs where an employee's schedule fluctuates from week to week. It would be burdensome for an employer to review these types of employees and their hours on a monthly basis. As a result, employers needed a standard way to determine how many fulltime "equivalent" employees they had on their payroll; thus, the lookback period was born. The time period used for lookback is called the measurement period. The result of this measurement is what guides an employer in establishing benefit eligibility for team members so that we may offer coverage appropriately.

At KidsCare, we provide advance notice of our measurement period. This is important so that team members subject to the lookback period have an opportunity to review caseloads, hours, and PTO balances so that they may plan accordingly to satisfy their eligibility status. We are also unique in our definition of fulltime. Our leadership recognizes that the standard 30 hour a week average doesn't meet the needs of all of our team members, which is why we use productivity as a measurement for certain positions.



KAREN MOORE

VP, Human Resources

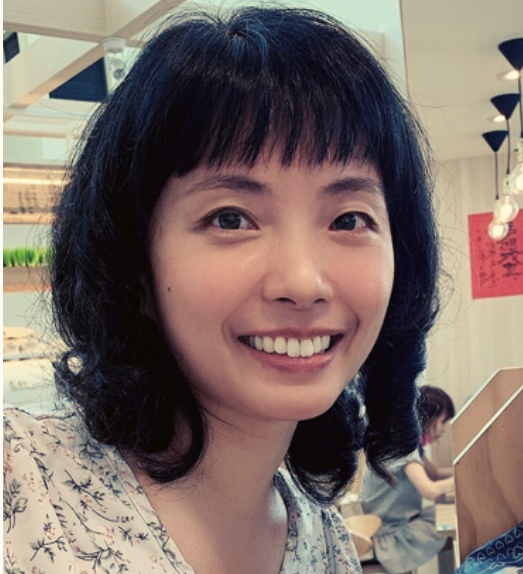
This can be a confusing process. If you are unsure of your standing or need assistance in reviewing status to ensure eligibility, please do not hesitate to reach out to the HR team. As a quick reminder, our 2022 lookback period began on August 14th and runs through November 5th.



CONGRATS

employees of the quarter

texas edition



Wen-Yi Lai

Occupational Therapist



Amy Hammond

Speech Language Pathologist



Melinda Garcia

Physical Therapist



Karina Rivas

Billing Supervisor

*Congrats on your
achievement!*



PHOTOS



HOUSTON
COMMUNITY
RELATIONS
TEAM PHOTO!
L TO R: PEDRO, CHRISTIE,
ARACELY, HALEY,
FRANCISCO

BACK-TO-SCHOOL
BASH AT
CAMPFIELD EARLY
LEARNING CENTER
IN BALTIMORE!
L TO R: BETHANY, DIANA,
JAMIE



MEET THE NEW KIDS

Texas



Winona Bacud
Intern SLP
Austin, TX



Jessica Freeman
OT
Austin, TX



Jane Mutisya
LVN
Dallas, TX



Antonia Odidi
LVN
Dallas, TX



Ana Runfola
LVN
Dallas, TX



Martha Linyard
OT
Dallas, TX



Samantha Behrend
PT Asst.
Dallas, TX



Meira Lerman
RN
Dallas, TX



Maryvonne Olama
RN
Dallas, TX



Nija Prabin
RN
Dallas, TX



Jacqueline Moore
SLP Asst.
Dallas, TX



Emily Archer
SLP
Dallas, TX





Cindy Gabel
Director, Revenue Cycle Insurance Verification
Dallas, TX



Leyla Capistran
Coord
Dallas, TX



Nohely Rosales
QA Coord.
Dallas, TX



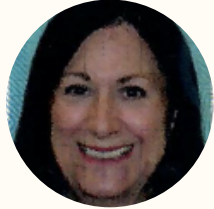
Allison Brockett
SLP
Fort Worth, TX



Brittany De La Valdene
SLP
Fort Worth, TX



Jessica Fogarty
SLP
Fort Worth, TX



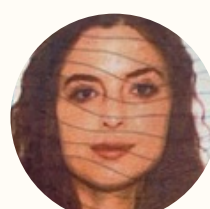
Jo Tanzer
SLP
Fort Worth, TX



Aindrea Baird
Intern SLP
Houston, TX



Lilyvet Gonzalez
SLP Asst.
Houston, TX



Anna Harrison
SLP Asst.
Houston, TX



Bianca Jackson
SLP Asst.
Houston, TX



Jacquilyn Arias
SLP
Houston, TX



Olivia Johnson
SLP
Houston, TX



Laura Seguinot
SLP
Houston, TX



DeJuanna Bogar
OT
San Antonio, TX



Erika Chance
SLP
San Antonio, TX



Windy Tengler
SLP
San Antonio, TX



Tiffany Buddenbaum
OT Asst
Tyler, TX



Candace Ognoskie
OT Asst
San Angelo, TX



Haley Lancaster
PT
San Angelo, TX



Kamie Halfmann
SLP
San Angelo, TX

Idaho



Antonia Joseph
COTA
Boise, ID



Mary Zuercher
PT
Boise, ID



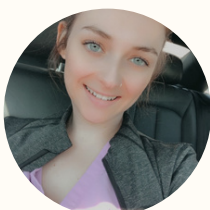
Jamie Goicoechea
SLP
Boise, ID

Oregon

Maryland



Elyse Bowman
Intern SLP
Portland, OR



Hannah Jennison
LPN
Portland, OR



Amanda Laron
PT
Portland, OR



Taran Green
PT
Baltimore, MD

*Not
pictured:*

Virginia Kouns
SLP Asst.
Houston, TX

Haley Segovia
Community Relations
Coord
San Antonio, TX

Jie Yu
RN
Portland, OR



Colorado



Christin Knappek
OT
CO Springs, CO



Amy Pennington
OT
CO Springs, CO



Sabita Singh
SLP
CO Springs, CO



Miranda Fisher
Intern SLP
Denver, CO



Camila Gonzalez
Intern SLP
Denver, CO



Cydney Goodrum
Intern SLP
Denver, CO



Diana Hartney
OT
Denver, CO



Ariana Opp
RN
Denver, CO



Wendy Dietz
SLP
Denver, CO



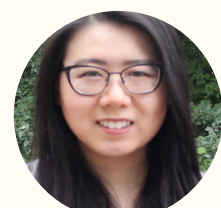
Christine Grimaldi
SLP
Denver, CO



Kristen Wood
SLP
Denver, CO



Madison Ciulla
OT
Fort Collins, CO

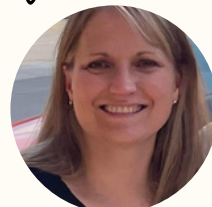


Laura Deng
PT Asst
Fort Collins, CO



Emily Flowers
SLP
Fort Collins, CO

Florida



Helen Carey
Clinical Manager
Miami, FL



Laura Gomez
OT
Miami, FL



Ashley Rojas
OT
Miami, FL



Kassandra Garcia
SLP
Miami, FL

Welcome to the KidsCare family!

ANNIVERSARIES & BIRTHDAYS

Jackson, Cara - 1 yr
Greenspan, Elisheva - 1 yr
Cicci, Christine - 1 yr
Tucker, Cristen - 1 yr
Chandonais, Bethany - 1 yr
Melton, Maria - 1 yr
Moore, Karen - 1 yr
Sandoval, Jennifer - 1 yr
Bacott, Jessica - 1 yr
Pope, Alexzandria - 1 yr
Edwards, Stephanie - 1 yr
Houk, Michelle - 1 yr
Center, Carol - 1 yr
Hernandez, Alneris - 1 yr
Paris-Baune, Halley - 1 yr
Webb, Amanda - 1 yr
Barrera, Heidy - 1 yr
Romagosa, Michelle - 1 yr
Myers, Britney - 1 yr
Gipson, Eboni - 1 yr
Uy, Stephanie - 1 yr
Mencke, Leisha - 2 yrs
Morian, Sara - 2 yrs
Struna, Anya - 2 yrs
Gutierrez, Miranda - 2 yrs
Johnson, Madeline - 2 yrs
Richardson, Amber - 2 yrs
Welsh, Michael - 2 yrs
Robbins, Kaitlyn - 2 yrs
Stevens, Natalie - 2 yrs

Lope, Leslie - 2 yrs
Carroll, Lailani - 2 yrs
Runfola, Ana - 2 yrs
Hepperle, Ashley - 2 yrs
Wicke, Kandice - 2 yrs
Parker, Catherine - 2 yrs
Belou, Anna - 3 yrs
Barin, Maegan - 3 yrs
Love, Kristy - 3 yrs
Ballard, Vonda - 3 yrs
Delgado, Estefania - 3 yrs
Wild, Kendall - 3 yrs
Weinstock, Kate - 3 yrs
Buford, Carolyn - 3 yrs
Garcia, Jacqueline - 3 yrs
Kaskavage, Kelly - 4 yrs
Wood, Taylor - 4 yrs
McCarroll, Hope - 4 yrs
Swierc, Bobbie - 4 yrs
Dickens, Ashley - 4 yrs
Marx, Emily - 4 yrs
Marguette, Hannah - 4 yrs
Chamness, Heather - 4 yrs
Garcia-Aviles, Elsie - 4 yrs
Frerichs, Danielle - 5 yrs
Stepczynski, Jacek - 6 yrs
Chandler, Melissa - 7 yrs
Matt, Christina - 10 yrs
Olson, Jason - 12 yrs

Aquino, Alyssa - 9/2
McDonald, Ashley - 9/2
Ashford, Stephanie - 9/3
Wood, Taylor - 9/4
Tatro, Alexandra - 9/4
Ceballos, Alma - 9/4
Hawkins, Paige - 9/4
Korth, Marissa - 9/5
Cote, Linda - 9/6
Macias-McKensey, Jennifer - 9/6
Poramapornpilas, Pavika - 9/6
Mazzola, Cynthia - 9/6
Betulia, Olivia - 9/7
Miles, Tenille - 9/7
Wilcox, Matt - 9/8
Murphree, Jordan - 9/8
Mancilla, Kassandra - 9/9
Ocampo-Robles, Emily - 9/9
Wills, Donnie - 9/9
Chandler, Melissa - 9/9
Snyder, Satomi - 9/9
Hartney, Diana - 9/10
Nikitenko, Kyra - 9/10
Timmons, Madison - 9/10
Gresham, Kimberly - 9/11
Solis, Vanessa - 9/11
Cluck, Kasey - 9/12
Mogno, Elizabeth - 9/12
Lara, Brenda - 9/12
Clark, Tara - 9/12
Sickles, Hannah - 9/12
Bajkowsky, Mark - 9/13
Long, Jasmine - 9/13
Patrick, Chemetra - 9/13
Haden, Sarah - 9/13
Ciulla, Madison - 9/14
Macias-McKensey, Jennifer - 9/14
Lowery, Kaylene - 9/14
Woodfin, Mary - 9/14
Shoemaker, Heather - 9/15
Anderson, Natasha - 9/15
Busby, David - 9/15
Demarest, Brooke - 9/15
Clark, Jon - 9/16
McKinney, Janay - 9/16
McClendon, Holland - 9/16
Levy, Catherine - 9/17
Marx, MaKenna - 9/17
Powers, Karli - 9/17
Quintana Gonzalez, Xiomary - 9/18
McGee, Shannon - 9/19
Franklin, Timothy - 9/19
Ramos-Miranda, Julio - 9/19
Ford, McKenna - 9/19

Jones Nichols, Lacey - 9/20
Brasseaux, Jean - 9/20
Villazana, Elisa - 9/21
Herskovits, Isaac - 9/22
Sosa, Jessica - 9/22
Stovall, Gina - 9/23
Boyles, Kesha - 9/23
Laron, Amanda - 9/23
Govey, Amber - 9/25
Gravesmill, Lauren - 9/25
Haag, Lori - 9/25
Melton, Barbara - 9/25
Schmitz, Baylie - 9/26
Brenholtz, Marsha - 9/26
Nulph, Bonnie - 9/26
Houston, Madison - 9/26
Ballard, Vonda - 9/27
Dietz, Wendy - 9/28
Monson, Katie - 9/28
Baker, Cortney - 9/29
Gonzalez, Michelle - 9/29
Fulton, Jennifer - 9/29
Kuklinski, Shari - 9/29
Allen, Kathy - 9/30
Chapman, Kristin - 9/30
Mesa, Natali - 9/30
Johnson, Rudi - 9/30
Alexander, Jill - 9/30