



**Great Place to Work Institute** has honored Solutions Advisors with certification as a *Great Place to Work* two years in a row. Great Place to Work, an independent research and consulting firm, evaluated more than 60 elements of our team members' experiences on the job such as employee pride in the organization's community impact and feeling that their work has special meaning.

2 YEARS IN A ROW

Great Place To Work®

Certified

APR 2019-APR 2020

USA

TM

## WHAT WE DO

*We asked our team members what they do and here's what they had to say.*

We create value-driven, innovative solutions for our senior living partners. We execute our mission by bringing a standard of excellence to communities; recruiting and developing staff; developing clinical programs/systems; ensuring resident satisfaction through superior hospitality and care services; and overseeing and managing finances. We live our vision statement: inspiring people to realize their full potential.

## HOW TO JOIN OUR TEAM

*We asked our team members for some insight and tips for joining our team. Here's what they had to say.*

### What key characteristics tell us a prospective employee will be a great fit for our company?

People who want to be a part of growing, innovative company dedicated to older adults are excellent cultural fits. Those who are motivated, flexible and adaptable in a culture focused on helping people realize their full potential. Have values similar to our company core values of integrity, transparency, loyalty and entrepreneurship.

### What can prospective employees do to get our attention?

Demonstrate a desire to be part of a growing and innovative company with a passion and dedication to older adults. Tell us about us - meaning they have researched our companies and their community of interest. Ask intuitive questions combined with a solution-minded focus.

### Are there any positions or types of candidates we are particularly focused on hiring in this coming year?

We are looking for team members with a strong customer service focus for roles in dining, wellness and many other areas. Caregivers are a priority area for our communities with focus on CNAs and Medical Technicians. We offer a General Manager in training program and provide growth opportunities in various forms. Also, current and future leaders are wanted!

### What should interested candidates do to find out more and get started?

Review our website(s) to learn more about us, as well as the community website they may have interest in and apply through the career link.

## WHAT EMPLOYEES SAY

I feel I make a difference here.

91%

91%

My work has a special meaning: this is not "just a job."

I feel respected and valued by my team members.

93%

91%

I'm proud to tell others I work here.

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