



QUICK BLURBS

The newsletter is calling for your participation!

Employees and employers, do you have an extraordinary story you're itching to share? Perhaps a memorable community event you recently attended, or an outstanding achievement that deserves recognition? How about a special shoutout to someone who has gone above and beyond?

Your experiences make our community vibrant, and we want to feature them in our newsletter! Share your tales and accolades by sending them to Social@stepagency.com. Let's make this newsletter a reflection of the amazing stories within our STEP community. Your voice matters!

MARCH 2024

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WHY REFER SOMEONE TO STEP?

🚀 **Join Forces with the Best:** STEP is more than just a workplace; it's a family where innovation, support, and growth thrive. By bringing your loved ones and friends on board, you're giving them the chance to be a part of a fantastic team.

🌟 **Earn and Celebrate Together:** Imagine celebrating with your loved ones as they embark on their journey with us. Your referral not only enriches their lives but also adds a spark to yours with that extra money in your pocket!

🎯 **Empower Others:** By referring someone, you empower them to contribute to our mission of making a difference. It's a win-win situation – they find a fulfilling job, and you earn a bonus!

HOW DOES IT WORK?

1. Refer: Simply refer your family, friends, or acquaintances to join STEP.
2. They Join: Once your referral becomes a STEP employee and completes a successful 90 days, you earn your \$100 bonus.
3. Gain that \$250 bonus if the referred employee exceeds 1 year of employment in good standing
4. Celebrate: Celebrate your successful referral and enjoy the extra cash!

Let's spread the word and make our STEP family even more vibrant, diverse, and supportive. Together, we can create a workplace where everyone feels valued, inspired, and part of something incredible.

Thank you for being a crucial part of STEP. Get ready to refer, earn, and celebrate the spirit of togetherness!

NEW TALENT JOINS STEP!

We have some thrilling news to share with you all.

Strategies to Empower People (STEP) is growing, and we're delighted to welcome new members to our team! These individuals bring valuable expertise and a deep commitment to our mission of empowering people and making a positive impact in our community.

Please join us in welcoming:

| | | | | |
|------------|------------|------------|------------|-----------|
| Eduardo C. | Mai H. | Sheree L. | Emily M. | Emiyah S. |
| Ben L. | Socorro V. | Taylor P. | Darrae J. | Robert M. |
| Roy R. | Ladasha A. | Lauren R. | Jolene J. | Robin H. |
| Rebekah H | Mckenna G. | Eyanna K. | Isiaiah R. | Angela W. |
| Andrea G. | Daniel H. | Rachael C. | Joshua F. | Donica J. |

CELEBRATING DEDICATION AND SUCCESS

Congratulations on reaching another milestone with us as we celebrate your anniversary at STEP Agency. We want to take this moment to express our appreciation for your unwavering dedication and remarkable contributions to our team's success.

As you commemorate your anniversary, it's also a time to remind yourself of another exciting achievement - your vested amount in our Employee Stock Ownership Plan (ESOP) could be increasing! Through our ESOP, you have a unique opportunity to share in the company's prosperity and success.

| | | | |
|------------------|---------------------|-------------------|-------------------|
| Michael P- 22yrs | Vanessa C- 7yrs | Bonnie H- 4yrs | Adrianna C- 2yrs |
| Tracy C - 19yrs | Kelly B- 6yrs | Holly L- 4yrs | Brittany R- 2yrs |
| Megan P- 10yrs | Stacy C- 6yrs | Anna S- 4yrs | James S- 1yrs |
| Craig J- 9yrs | Brittany M- 6yrs | Demosha B- 3yrs | Jasmine H- 1yrs |
| Andrea B- 9yrs | Dylan P- 5yrs | Dominic D- 3yrs | Adam S- 1yrs |
| Kacey B- 8yrs | Richard H- 5yrs | Maria D- 3yrs | Bao V- 1yrs |
| Ryan S- 8yrs | Marshonda DeG- 5yrs | Paul R- 3yrs | Timothy C- 1yrs |
| Nicholas C- 8yrs | Shaquille G- 5yrs | Alexander F- 2yrs | Printess J - 1yrs |
| Latrice S- 7yrs | Melissa B- 4yrs | Jean K- 2yrs | |

To Learn more about our ESOP visit our website at www.stepagency.com or reach out directly to our HR department for more information 916-679-1555

OUT IN THE FIELD

Cheers to our wonderful Employers for their vibrant presence in the community! Whether it's lending a helping hand through volunteering, enjoying a fun outing, or making valuable connections in the workforce, your enthusiasm brightens every day.



JORDAN C.

Hey everyone, let's give a huge round of applause to the incredible Jordyn C! 🌟 For a thrilling four years, she's been rocking it at Taco Bell, with the fantastic support of her Job Coach by her side. 🎉 Jordyn is the ultimate superstar when it comes to customer service, dazzling everyone at the cash register with her charm and efficiency! 🌟 And guess what? She's not just in it for the tacos; she's here to seize the day and rake in some awesome cash! 💰 Keep shining, Jordyn! 🌟



JASON A.

🌟 Get ready to celebrate because Jason A is crushing it at Green Acres! 🌟 After just 9 months, he's transformed from job newbie to superstar, all thanks to the incredible support of his rockstar job coach! 🌟 Jason's passion for the outdoors and knack for keeping things spick and span make him a perfect fit for the Green Acres team. 🌿 You'll often catch him jazzing up the patio, sweeping, watering plants, and raking with boundless energy!

VALENTINES MINGLE



Once upon a Valentine's Day, the air was filled with excitement as singles gathered for the ultimate Mingle and Munches Party! ❤️ The evening began with a special singles-only meet-up, where laughter echoed amidst the aroma of tasty treats and the playful sounds of M&M TikTak Toe.

As the night progressed, hearts beat faster during the speed date session, where simple questions led to meaningful connections and newfound sparks.

But the real magic happened as the sun set and the open dance floor beckoned!

The room transformed into a love-filled paradise, adorned with golden globes, heart-shaped decorations, and balloons in shades of red, setting the perfect ambiance for Valentine's Day. With every twirl and dip, the dance floor came alive with incredible moves and infectious joy, while delectable treats tantalized taste buds and fueled the fun.

And amidst the laughter and music, custom Valentines were exchanged, spreading warmth and affection throughout the room. It was a night of love, laughter, and unforgettable memories—a celebration of the magic of connection and the joy of being together on Valentine's Day!



BINGO BASH



Get ready to party because the Bingo Bash in North Bay on Fri., Feb. 16th was an absolute blast!

We kicked off the festivities in style with a mouthwatering spread of pizza - cheese, pepperoni, Hawaiian, you name it! And of course, we kept the drinks flowing with a variety of sodas to keep the bubbly atmosphere going strong.

But the real highlight of the night? The Bingo game, hosted by none other than the fabulous Nicole G at the wheel.

With her talent for calling Bingo and keeping the energy high, she made sure everyone had a blast. Even first-timer Dayak D got in on the action!



As Bingo numbers were called you could feel the tension as the excitement of winning BINGO was getting close as attendees were marking their cards. The excitement exploded as you heard someone cheer out as they got those 5 number in a row!



And let's not forget the amazing prizes - gift cards galore from Buffalo Wild Wings, Foot Locker, Google Play, and IHOP! Plus, between games, we kept the excitement going with an epic raffle where lucky winners like Culen S, Rafa M, and Lucy H walked away with some fantastic prizes.

A D V O C A C Y

LET'S RALLY FOR ADVOCACY

It's time to don your superhero capes and get ready to make some noise! Our mission? To ensure that the hardworking Direct Support Professionals (DSPs) get the recognition and support they truly deserve.

ACTION ALERT!

We've hit a roadblock, folks. The Governor has suggested delaying the final step of rate implementation, which spells bad news for our dedicated DSPs. But fear not! We hold the power to change this course. How? By reaching out to our legislators TODAY!



Contact your Representative:

findyourrep.legislature.ca.gov



Send them a message, your message is simple but powerful. Here is a simple message you can use to contact your representative.

"I/We strongly urge you to Protect the Progress and #dontdelay full implementation of service provider rate reform! Californians with I/DD and their families deserve better. The DSP workforce deserves a competitive, living wage for the vital work that they perform every day! #MakeUsWhole #FullyFundCommunityServices"

The shortage of DSPs has hit a critical breaking point. People are waiting far too long for essential services, or worse, going without. Providers are struggling to attract new talent to this crucial field. We can't let this crisis escalate further!

We're not about waiting around here! The rate study delay directly impacts wages, and that's simply not acceptable. Every voice counts in making it crystal clear: #KeepingPromises means no more delays!

HOROSCOPES

By: Michelle Kebabjian

ARIES

Mar.21 - Apr. 19

Aries, you might be feeling the pull of excitement associated with taking a significant risk, but you're being advised to step back and wait. Tread carefully now, as the "big payoff" you're imagining isn't exactly what you think it is.

TAURUS

Apr. 20 - May. 20

Put your focus on creating or revamping your own private sanctuary, Taurus. Your penchant for beauty and luxury can work well to make yourself a truly magical, energizing space to retreat to when the World gets to be too much.

GEMINI

May. 21 - June. 20

This is a rich time to make new goals and plans, Gemini. You're being guided to reach your potential, allowing abundance to come into your life in exciting, unsuspected ways.

CANCER

June. 21 - July. 22

Is your mental clarity and self-respect feeling a little fragile these days, Cancer? Don't jump to conclusions, about yourself or anyone else, right now- let this period of confusion subside before you make any serious changes or decisions.

LEO

July 23 - Aug. 23

"Nothing ventured, nothing gained" is your theme this month, Leo. Look past a few small obstacles to see the reward, waiting for you at the finish line.

VIRGO

Aug. 23 - Sep. 22

You may be feeling a bit uninspired Virgo, a bit bored even, but there is so much more for you to discover in Life! A day trip or unplanned adventure could be what you need to find your mojo again.

LIBRA

Sep. 23 - Oct. 22

You've always had the gift of foresight, Libra, even when you didn't realize it! Be thinking ahead about the next few months and challenge yourself to envision an even brighter future than you currently believe possible.

SCORPIO

OCT. 23 - NOV. 21

Scorpio, the time is upon you to scale back impulse spending, as a bit of a dry spell may be looming. Hold onto your assets and stretch your budget through the Spring- you'll be seriously glad you did!

SAGITTARIUS

Nov. 22- Dec. 21

Your impulsive, spontaneous nature will be rewarded this month with a well-deserved adventure. It could take a while to reach your destination, though- so be patient, and enjoy the journey.

CAPRICORN

Dec. 22 - Jan. 19

Seek wisdom and teachings from elders, ancestors & spirit guides, Capricorn. Reflect on what actions will take you closer to your highest potential, then take the steps to get there.

AQUARIUS

Jan. 20 - Feb. 18

A period of stressful transformation in your living situation or career is around you now, Aquarius. Be prepared to adapt and practice patience with new situations or surroundings during the next few weeks.

PISCES

Feb. 19 - Mar. 20

If you've been considering a new side-hustle to jump into, Pisces, this is your sign to go for it! Your new venture will bring not only extra cash but will teach you something valuable about yourself and what you're capable of, too.

WORD SEARCH

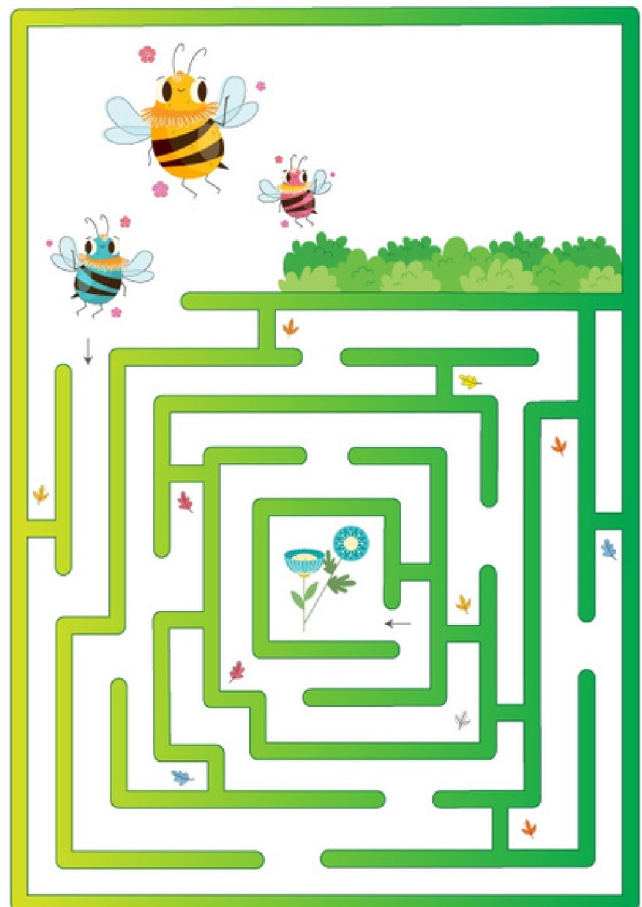
Find the words below

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Advocacy
 Anniversary
 Basketball
 Carnival
 Diversity
 Equinox
 Equity
 Flowers
 History
 inclusion
 March
 Shamrock
 Spring
 Spring
 Weather
 Windy

SUDOKU

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BROUGHT TO YOU BY THE
DARE TO DREAM SUPPORT
GROUP

SAC SHERIFF SAFETY CLASS



*Learn how to stay safe from internet
scams, suspicious people, and tips
on how to protect yourself.*

**AT THE STEP OFFICE 2330
GLENDALE LN 3/14 @ 2PM**

**ASL Interpreting available
& Refreshments provided.**



HOUSING MIXER



HOSTED BY: FIRST STEP HOUSING ACCESS SERVICES

| | | |
|-----------------------------|--------------------|--|
| March 29th, 2024 | 2PM 4pm | 1722 Professional Dr, Sac, CA 95825 |
|-----------------------------|--------------------|--|

An event for adults who may be interested in finding a roommate, or maybe a new friend. Come mingle, socialize, and enjoy light refreshments.

Transportation is not provided.
Questions: 916-679-1555 Ext.142



30TH ANNIVERSARY

STRATEGIES TO
EMPOWER PEOPLE

E.S.O.P

EST
1994

CARNIVAL GAMES

HAWAIIAN CARNIVAL

BBQ FOOD
VEG. OPTIONS

APRIL | 1ST | 2024

INFLATABLES

2330 Glendale Lane
Sacramento, CA 95825
12:30 PM - 4:00 PM

ICE CREAM TRUCK

RSVP BY MARCH 25TH
[DIVERSITY@STEPAGENCY.COM](mailto:diversity@stepagency.com)

30TH ANNIVERSARY SHIRTS
FOR ATTENDEES



