



## 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](mailto:Social@stepagency.com).

Let's make this newsletter a reflection of the amazing stories within our STEP community. Your voice matters!



**BREAKING  
NEWS**

**October 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 1year 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!

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:

Xsariea B.	Innocent K.	Doris R.	Linda M.	Robert E.
Donna G.	Nathan E.	Nikya W.	Tatyanna R.	Chase N.
Lourdes V.	Toshiba G.	Dica C.	Antonio C.	Marina V.
Kwame L.	McKenzie K.	Koa N.	Abigail W.	Rafael M.

## 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.

Kristine B. - 1yr	Alejandra R. - 5yrs	Eric L. - 5yrs	Sandra S. - 9yrs
Hlee V. - 1yr	Hanna C. - 5yrs	Jennifer Z. - 6yrs	Michael S. - 10yrs
Zoey R. - 1yr	Benjamin J. - 5yrs	Diamond S. - 6yrs	Arlene Q. - 11yrs
Allyssa L. - 1yr	Kayla R. - 5yrs	Timothy S. - 6yrs	Angelica W. - 11yrs
Linda B. - 1yr	Immanuel H. - 5yrs	Milinda L. - 7yrs	Joseph P. - 12yrs
Donald C. - 5yrs			





# Horoscopes

By: Michelle Kebabjian

## ARIES

Mar.21 - Apr. 19

This month, you're driven to tackle new projects with enthusiasm, but be mindful of balancing your energy to avoid burnout. Relationships may need extra attention, so make space for deep conversations.

## TAURUS

Apr. 20 - May. 20

October invites you to reassess your priorities, particularly in your personal life. Financial opportunities arise, but take a steady approach to avoid impulsive decisions.

## GEMINI

May. 21 - June. 20

Expect a surge of social activity, bringing you closer to new opportunities and connections. However, keep an eye on your schedule to ensure you're not overcommitting

## CANCER

June. 21 - July. 22

Focus on self-care and emotional renewal as this month asks you to prioritize your well-being. Professional shifts could bring recognition, but balance is key to sustaining success.

## LEO

July 23 - Aug. 23

Creativity flows effortlessly this month, making it a perfect time to express yourself and embark on new ventures. Just be sure to nurture your close relationships amidst all the excitement.

## VIRGO

Aug. 23 - Sep. 22

Your attention turns to home and family, prompting reflection on how you can improve your living environment. Financial clarity arrives mid-month, guiding you toward smart decisions.

## LIBRA

Sep. 23 - Oct. 22

With the Sun shining in your sign for much of October, you're feeling more confident and charismatic. This is a great time for socializing, but also for making key personal decisions.

## SCORPIO

OCT. 23 - NOV. 21

As your season approaches, you're encouraged to embrace transformation. Focus on shedding old habits and stepping into new personal growth opportunities.

## SAGITTARIUS

Nov. 22 - Dec. 21

Networking and collaboration will be your strong suits this month, potentially leading to exciting future plans. Keep your eyes on long-term goals while enjoying the present.

## CAPRICORN

Dec. 22 - Jan. 19

Career advancements are on the horizon, but maintaining a work-life balance will be crucial. Personal relationships may offer the emotional support you need.

## AQUARIUS

Jan. 20 - Feb. 18

This month expands your horizons through travel or learning opportunities. Keep an open mind to unexpected insights that could inspire a shift in your perspective.

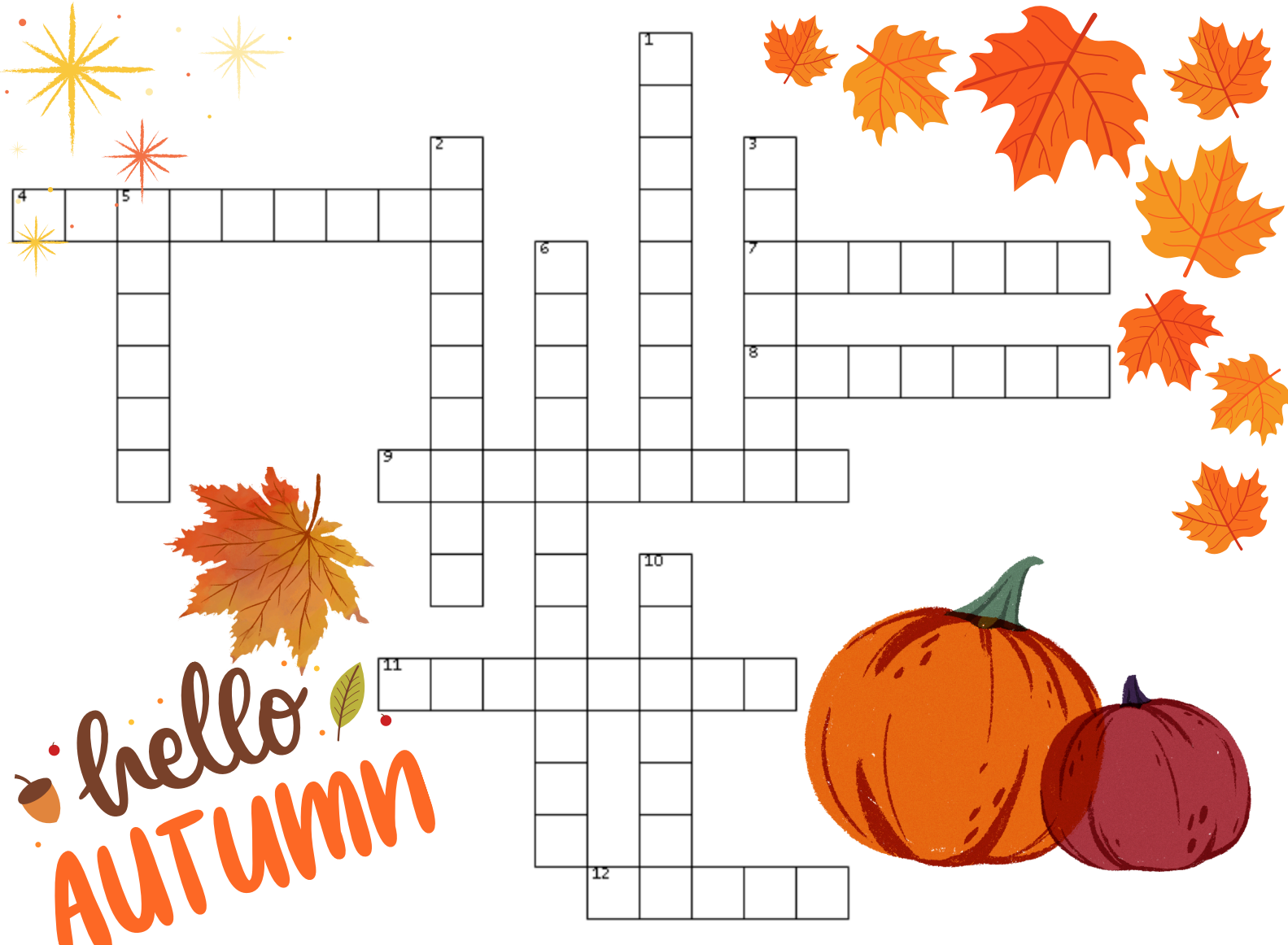
## PISCES

Feb. 19 - Mar. 20

October is a month of emotional introspection, giving you the chance to let go of past baggage. Financial matters come to the forefront, urging you to stay organized.







### ACROSS

- 4. – A spooky holiday celebrated on October 31 with trick-or-treating and haunted fun.
- 7. – Treating others with kindness and valuing their differences.
- 8. – Understanding and sharing the feelings of another person.
- 9. A mix of different backgrounds, cultures, and perspectives.
- 11. – Outfits worn to disguise or represent something, especially on Halloween.
- 12. – A sense of togetherness and harmony among people.

### DOWN

- 1. – Celebrations or events that bring communities together for fun and enjoyment.
- 2. – Making sure everyone feels valued and has a sense of belonging.
- 3. – The time when crops are gathered from the fields, often in autumn.
- 5. – These fall from the trees and change colors in autumn.
- 6. – Recognizing and valuing someone's efforts or contributions.
- 10. – A large, round, orange fruit commonly carved into jack-o'-lanterns.

# October 2024



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 Int. Day for Older Persons	2 Int. Day of Non-Violence	3 Dashain Navratri (3rd-12th) Rosh Hashanah (3rd-4th)	4 The feast of St. Francis of Assisi	5 American Veterans Disabled for Life
6 Mental Illness Awareness Week German-American Heritage Day	7	8 Int. Lesbian Day World Dyslexia Day	9 Leif Erikson Day Guru Ram Das Birthday Durga Puja (9th-12th)	10 World Inclusion Day World Mental Health Day	11 National Coming Out Day	12 Dussehra Yom Kippur Ayudha Puja
13	14 Columbus Day Indigenous Peoples' Day	15 Int. Day of Rural Women Blind Americans Equality Day	16 Int. Pronoun Day World Food Day Unity Day	17 Sukkot (17th-23rd) Spirit Day	18	19
20 Karva Chauth Asexual Awareness Week	21	22 Int. Stuttering Awareness	23 Hoshana Rabbah	24 <b>HALLOWEEN</b> 3pm STEP Central Party	25 Simchat Torah	26 Intersex Awareness Day National Day of the Deployed
27 Navy Day	28	29	30	31 Samhain Reformation Day Halloween	<b>Global Diversity Month</b> <b>Disability Employment Awareness Month</b> <b>Down Syndrome Awareness Month</b> <b>Filipino American History Month</b> <b>Hindu Heritage Month</b> <b>Italian American Heritage Month</b> <b>Polish American Heritage Month</b>	

STRATEGIES TO EMPOWER PEOPLE



AN EMPLOYEE OWNED ORGANIZATION



**TRUNK  
OR  
TREAT**

THURSDAY  
**OCTOBER 24**

CENTRAL OFFICE  
2330 GLENDALE LANE  
03:00PM - 06:00PM

TRICKS • PIZZA • COSTUME CONTEST  
DJ • DANCING • TREATS

FOR QUESTIONS OR CONCERNS:  
[DIVERSITY@STEPAGENCY.COM](mailto:diversity@stepagency.com)

*Don't forget to wear your costume!*

Employers & Staff Only





STRATEGIES TO EMPOWER PEOPLE

# Housing Donation Drive

*Donate new, lightly used house items*

**NOVEMBER 8TH, 2024**  
**10AM-4PM**

2330 Glendale Lane,  
Sacramento, CA 95825

Contact: [Ruth.Henderson@stepagency.com](mailto:Ruth.Henderson@stepagency.com)  
916-679-1555

Accepting all household Items from: Linen, Cooking Items, Furniture, Appliances and more.

\*Light Refreshments\*  
\*Provided\*

