

# January Newsletter



## From The Desk of The CEO:



As we get into 2023, I want to talk about the "workforce crisis". It seems everywhere you go, people are short staffed or closing early due to staffing issues. Employers are offering massive sign on bonuses, attendance bonuses, increased starting wages and more in an attempt to hire people.

DD providers, including RT cannot compete with that at this point due to funding. We need the support of Ohio legislature and our Governor to make a big impact this year in the 2024 Ohio Budget to allow providers the ability to increase our wages to a liveable wage.

Did you know the average DSP in Ohio makes \$12.10 per hour but the poverty line for a family of four is \$13.34?

Whether services are provided in a residential, day service or employment setting, all providers are necessary! Not only for the people we support but the families that need the support AND the businesses that employ people with disabilities.

Thank you,  
*Ashley Brocious*

**EXPLORE.**



**ENGAGE.**





20

Resolutions for a

happy New Year

23

A new year's resolution is a tradition in which a person resolves to continue good practices, change an undesired trait or behavior, accomplish a personal goal, or otherwise improve in a particular area of their life at the start of each new calendar year. In 46 B.C. Ancient Romans with the Julian calendar declared January 1st the start of a new year and began each year by making promises to the god, Janus, for whom the month of January is named after.

## New Year's Resolutions.... The More you Know

Statista Global conducted a survey asking people to share their New Year's Resolutions. The Top 8 New Year's Resolutions for 2023 are:

- Exercise more
- Eat healthier
- More time w/ family
- Less time on Social Media
- Reduce stress at work
- Lose weight
- Save more money
- Reduce expenses

However, of 80% of New Year's Resolutions are abandoned by the end of February; the top reasons resolutions typically fail include:

- Setting unrealistic expectations: be mindful not to set goals that are impossible to achieve
- Not going Step by Step: aim high but take small steps, one at a time, sticking to your plan
- Having too many goals at once: prioritize what is important and which task you will make a priority, it is also important to maintain a healthy work/life balance. Be kind to yourself.
- Inability to identify potential obstacles: strive for growth, be prepared to face challenges, and accept that there will be days you don't feel motivated. That is perfectly okay, Tackle obstacles without getting discouraged.

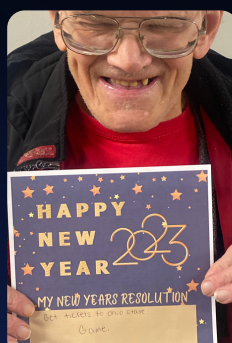
*We're making New Year's Resolutions at RT!*  
*What are some of your New Year's Resolutions?*



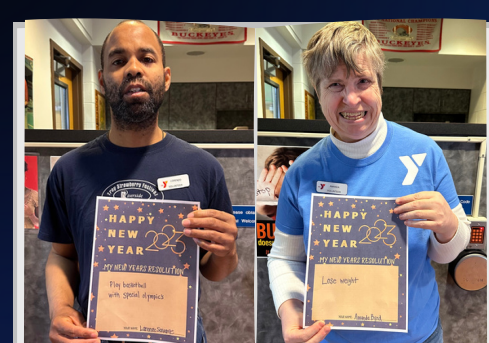
Better Health — Take More Walks



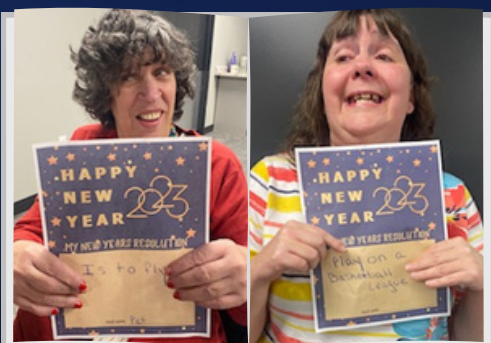
take trip to see a live band – Learn my new job & not be nervous



Get Tickets to Ohio State Game



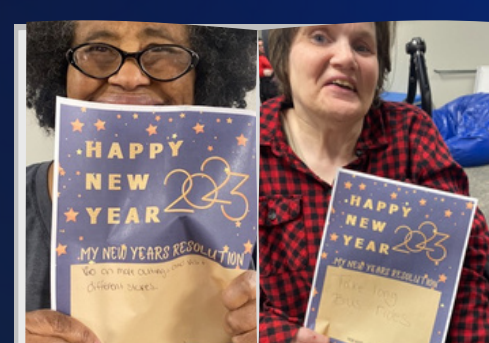
Play Basketball w. Special Olympics — Lose Weight



To Fly — Play on a Basketball League



Get a new TV — Go to Graceland



Go on More Outings — Take Long Bus Rides

May your family be blessed with prosperity, good health, and happiness in 2023.  
 Wishing you and your family a happy and healthy New Year!



# WHAT'S NEW AT RT

NEW



## 4th Quarter Extra Mile Drawing

Two employees are drawn every quarter at our Team Huddle for our Extra Mile peer recognition program. Congratulations to Nick, Employment Specialist (left) and Brittany, Community Engagement Coordinator (right) for being our 4th quarter winners of 2022.

This program allows employees to write Extra Miles for each when they see them doing something that exceeds our Core Values! Good things are always worth celebrating.

Staff Council held a door decorating contest during the month of December and these doors did not disappoint! Between Facebook and internal votes, the winner of Staff's Christmas Door Decorating Contest for 2022 was Pat, a Driver for RT!!! A special "thank you" to all who took the time to vote for their favorite door!



RT is working on a Cookbook fundraiser for 2023 where we will be including recipes from staff, persons served and their families. If you would like to make a contribution and see your favorite recipes published in RT's Cookbook due to come out this fall/winter, please forward your recipes to [brooke.lazear@rtindustries.org](mailto:brooke.lazear@rtindustries.org). Any questions, call Brooke at 937-335-5784 ext. III.



## Mammograms Are Coming Here!

Getting your mammogram just got easier.

The mobile mammography coach from Premier Health and Atrium Medical Center will be here on...



Appointments are required. To schedule your mammogram, call (855) 887-7364.

If you haven't had your mammogram in the last 12 months, here's your chance. You'll experience the same quality, technology, and comfort that's available at our breast center. Images are reviewed by board-certified radiologists from Atrium Medical Center. No doctor's order is needed for a screening mammogram for women 40 and over.

We care about your health, so please take advantage of this convenient service.



Wednesday

March 8, 2023

TIME:

8 AM - 4 PM

LOCATION:

RT Industries  
110 Foss Way  
Troy, OH 45373

March 8th is International Women's Day! In observance, RT has invited Premier's Mobile Mammogram Mobile to visit RT and perform mammograms to those interested. They will be here March 8th from 8am - 4pm. Some things to keep in mind:

- Call ahead to schedule your appointment,
- Must also have a current physician for them to report your results to,
- Accepting most insurances, however, you should call ahead to be sure.

Contact them at 1 (855) 887-7364 to schedule!

## January Birthday's and Anniversaries:

Joseph Schaffer  
Nita McCluskey  
John Miller  
Patricia Goubeaux  
Penelope Williamson  
Bonnie Stockstill

Gary Britton 22 years  
Carolyn Frey 4 years  
Roger Dysert 16 years  
Carmen Knife 1 year  
James Perciful 4 years  
Justin Peyton 1 year  
Billy Taylor 20 years

# WELCOME To The BEST TEAM

"YOU ARE ONE OF US NOW"



New Employees answer, "I'm excited to work at RT because...."



*"I look forward to meeting kind people and doing something that matters and impacts many lives." Amber Massie, Employment Specialist*



*"This is the field I love working in, I want to advance my career and enjoy my day." -Heather Prater, Community Engagement Specialist*



*"I am ready to make a difference in someone's life." Haley Kirby, Employment Specialist*



*"I am yearning to help folks who need extra help. To be an asset to RT and make an impact on their clients." Angela Benedict, Community Engagement Specialist*



*"I want a change and to feel stress free." -Angela Kreglow, Community Engagement Specialist*



*"This is my first job outside of waitressing and healthcare, so I am excited for a new route." Sarah Clark, Employment Specialist*



*"I like to make a difference in people's lives and make them smile. The environment already seems so friendly and inviting." Katelynn Smith, Community Engagement Specialist*

*make it*  
**HAPPEN**



# Open POSITIONS



## THE TIME TO BE **AWESOME** IS NOW!

Now hiring full & part time  
schedules for 1st, 2nd, & 3rd shift

- Paid Training
- Benefits Package
- 401k 2/Employer Match
- 10 Paid Holidays & Paid Time Off
- Make an Impact

Apply now via  
<http://www.rtindustries.org/jobs>  
110 Foss Way  
Troy, OH 45373  
(937) 335-5784



**EXPLORE. EMPOWER. ENGAGE.**

### Employee Testimonial

"I love working at RT because each day is new and exciting. I get the privilege to advocate for the people we serve, and watch as they meet goals and see the excitement when it occurs. I know that with each day, regardless of what happens, what we do matters."

Brittany Kerr, Community  
Engagement Coordinator



### Why work for RT?

- ★ Fulfilling Career - make a difference in someone's life.
- ★ Each day is different.
- ★ Employee Snack Bar
- ★ People genuinely care about you!
- ★ Fun atmosphere
- ★ Chances to win prizes during activities (PTO, meals, & gift cards).
- ★ Did we mention, we have snacks?!

JANUARY | 2023