



October is National Employee Ownership Month

Let's Celebrate the Bridges ESOP Together!

We're excited to establish traditions around this celebration, similar to our National Skilled Nursing Care Week observance!

Requirements

1. Schedule at least one ownership activity each week.
2. You must include the two required activities during the month and can choose your remaining activities from the suggestions below.
3. Have your social media editor create Facebook posts in AgoraPulse with photos and videos (ideally 15-30 seconds).
 - a. Make sure that you have clear and engaging descriptions.
 - b. Identify people in photos that include five or fewer individuals.
 - c. Please ensure all team members and residents wear masks residents in accordance with CMS/CDC guidelines.
 - d. When framing photos, be mindful of potential HIPAA violations and resident dignity considerations, including charts, names, catheters, urinals, and the like.
4. You may schedule as many activities during the month as desired.
 - a. Week 1: October 1-8
 - b. Week 2: October 9-15
 - c. Week 3: October 16-22
 - d. Week 4: October 23-31
5. Send an email with your Employee Ownership Month schedule to ESOP@BridgesOK.com **by Tuesday, September 27, at 5 PM.**
 1. List the events and dates you chose.



Required Activities

1. Inservice Focused on Employee Ownership

- a. Suggested for week one, if possible
- b. Decorate the meeting area festively (balloon letters that spell out ESOP or BRIDGES ESOP, which can be displayed throughout the month while in good shape)
- c. Have a great treat and beverages
- d. Distribute new Employee Ownership Month t-shirts
- e. Show the new "Own Your Role" video (approx. 3 minutes)
- f. Discuss what ownership means in your community and encourage every employee to consider how to own their roles, providing examples.
 - i. Share the ESOP Terminology Quiz covering vesting, entry dates, vested account balance, year of service, and valuation. Briefly discuss each term to advance our ESOP 101 education.
- g. Have employees submit completed handouts for a prize drawing; purchase gift cards or similar items for a first, second, and third prize.

2. Outdoor Display and Recognition Event to Honor A Community Partner

- a. Create a seasonal ESOP display recognizing an essential community partner, preferably outdoors and visible to passing traffic. Organizations to consider:
 - i. EMSA (or your local ambulance service)
 - ii. Local police or firefighters
 - iii. A church or other organization that has "adopted" your residents, makes regular visits or provides volunteers.
- b. Invite your selected community partner to a recognition reception during the month.
 - i. Present them with a plaque, framed certificate, or memorable photo acknowledging their service to your residents and employee-owners.
 - ii. Provide refreshments and make time for mingling and photos.
 - iii. Include your residents when possible and
- c. Coordinate your social media post with the home office so we appropriately attribute the community partner and include valuable hashtags.

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Optional Activities - Choose at Least 2

1. ESOP Coffee and Donut Party

- a. Find a local bakery with "Donut Letters" and build a display around BRIDGES ESOP, OWNERSHIP, OWN YOUR ROLE, and similar edible phrases.
- b. Pair with a fall beverage bar featuring flavored coffees, hot chocolate, and apple cider. Provide fall-flavored coffee creamers and other fall treats!
- c. Decorate the display with an ESOP or Ownership theme.

2. Trick or Treat, Trunk or Treat or Both

- a. Invite employees' children, students from a local school, or children from the community to trick or treat.
 - i. Collect bags of candy from resident families and visitors. Put up a sign and designate a place to leave donated candy.
 - ii. Have participating residents lined up to distribute candy outside the front entrance on the sidewalk, porch, or in a blocked-off parking area.
- b. Host a "Trunk or Treat" for employee-owners and their families.
 - i. Have team members work together to come up with different themes. Involve residents where possible.

3. Blood Drive

- a. Host a Blood Drive at your location.

4. Halloween Breakfast Bar

- a. Schedule a Halloween-themed breakfast bar featuring cereals like Boo Berry, Count Chocula, Franken Berry, and similar. Add in other breakfast treats.

5. Chili Cook-Off

- a. Host a chili cook-off with judges selected from a community partner, residents, or residents' families.

6. Bridges ESOP Pumpkin Decorating Contest

- a. Submit an entry with one or more pumpkins **by October 27 at 5 PM**.
 - i. Carve them, paint them or arrange them in a display.
 - ii. Take a GREAT photo. Send your entry to ESOP@BridgesOK.com.
 - iii. Post your entry on Facebook.

7. Flannel Day

- a. Employee-owners can wear flannel shirts or other work-appropriate flannel clothing items.

8. School Pride Day

- a. Encourage your team members to wear the colors or gear from their favorite local schools (elementary, middle, or high school, career-tech, college or university).

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9. **Bedlam in October**

- a. In preparation for November, deck out in OU or OSU gear.
 - i. Take a group photo with red on one side and orange on the other.
 - ii. Post to your Facebook page, and get ready for the November showdown!

10. **Hat Day, Silly Sock Day, or Camo Day**

- a. There are many options to do something simple but out of the ordinary, brighten your day and make the work environment more fun!

11. **Alzheimer's Awareness Date**

- a. With Tulsa's Walk to End Alzheimer's event in September and Oklahoma City's in October, it is an ideal time to wear purple. Raise awareness of the many excellent resources available to help individuals and families affected by Alzheimer's. Consider adding a fundraising component and sending your donation to the Oklahoma Chapter of the Alzheimer's Association.

Prizes

We are awarding 1st, 2nd and 3rd places prizes to the top communities!

1st Prize:	4 Laptops with Cameras
2nd Prize:	\$500 Technology Voucher (TV, Laptops, Projector Screen)
3rd Prize:	Employee-Owner Cookout hosted at your location by the Home Office

In order to be **eligible** for the prizes, locations must:

- Submit their schedule by the deadline
- Hold the two required events
- Hold two other events
- Hold one event per week
- Post photos/videos of each event on their Facebook page during October.

Eligible participants will be judged on quality, participation, creativity, and overall excellence to determine the prize winners.