

Valley Senior Living Staff,

At Valley Senior Living we are working in a competitive employment market and we are always searching for talented people like our current employees to join our team! We thank you for the dedication you have shown the residents throughout the pandemic and know you share the vision of our company of striving to enrich lives and honor individuality.

If you know someone you think would be a good fit for a career at Valley Senior Living and share our company's mission, vision and values, please share our open positions with them and encourage them to apply online today! We would like to remind you about our Employee Recruiter Bonus. It's not only for nursing positions, but for any position posted within the company. **This is your chance to get a \$1000 bonus for a full-time recruit or a \$500 bonus for a part-time recruit once they have completed six months of employment. The first \$100 will be paid when the person you recruit attends General Orientation.** Currently we have the following openings available on our careers page at [valleyseniorliving.org/apply](http://valleyseniorliving.org/apply)

- » Certified Nursing Assistants (CNA) - Full and Part-time
- » CNA Class - Full-time
- » LPN - Full and Part-time
- » Health Unit Coordinator - Full-time
- » Recreation Assistant/CNA - Full-time
- » Medication Assistant/Certified Nursing Assistant - Full and Part-time
- » Housekeeper - Full-time
- » Dining Services Aide - Full and Part-time

To help us recruit new full-time CNAs, today we are excited to announce a \$10,000 ***sign-on bonus for newly employed Full-Time CNAs which is paid over a four year period.*** This bonus will apply to new hires who attend our CNA class and to those that are already a Certified Nursing Assistant.

As we continue to reopen after more than 12 months of pandemic operations, it is an exciting time to be a part of the Valley Senior Living team! Please review the generous bonuses that are now in effect:

#### **Employee Recruiter Bonus**

All Employees are eligible to receive this bonus of which \$100 is paid out when the new recruit attends General Orientation and the remainder is paid at 6 months! You get a total of \$500 for each part-time employee and \$1000 for each full-time employee you recruit!

**Flex to Regular Status Position Sign-On Bonus**

\$1500 for part-time position, \$3000 for full-time position paid over one year.

**Part-time RNs, LPNs, CNAs to Full-Time Status Sign-On Bonus**

\$1000 for full-time paid over one year.

**Full-Time CNA Sign-on Bonus**

\$10,000 for full-time employees paid out over four years.

Thank you for your dedication to the residents that call Valley Senior Living home! Please contact Human Resources by calling 701.787.7942 or emailing [bbarta@valleyseniorliving.org](mailto:bbarta@valleyseniorliving.org) to alert them when you have recruited a new employee, to fill out the paperwork needed to receive your bonus, or to have any of other bonus related questions answered.

Sincerely,

A handwritten signature in black ink that reads "Garth Rydland". The signature is written in a cursive style and is positioned above the typed name.

Garth Rydland  
President/CEO  
Valley Senior Living