



July—September  
2019

## CEO Corner Sandi Marshall



**DEVELOPMENT  
HOMES, INC.**

# Developing Times

### Wages Matter – July 1 Adjustments

I am so pleased to inform you that the DHI board of directors approved revisions to our Program Salary Administration Plan at the June 25th meeting! There are several changes taking effect July 1<sup>st</sup>.

The overall intent is to strategically use our resources to improve recruitment and retention of our direct support staff. The quality of our service is so dependent on having adequate numbers of well-trained staff. We are hoping that these changes at this time address our most crucial workforce needs.

A new Salary Administration Plan has been approved that increases the minimum pay and correlating maximums for all positions effective July 1st. For example, our new starting salary for DSP's will be \$13.50/hour, a \$.50 raise. All current DSP's in all programs will receive a \$.50 increase on July 1 as well. The DSP sleep staff wages will go from \$7.25 to \$7.50/hour.

In order to better recognize the responsibilities of the DPL level positions, the new minimum will go up by \$1/hour, and all current DPL's will receive a \$1/hour salary increase on July 1. DPL's who are asked to do on-call work on the weekends, or to fill in when a manager is on leave will now receive a stipend of \$20/day to be on call in addition to pay for actual time worked.

The minimums of the pay ranges for most other classifications of employees will go up by \$.50 per hour, and the maximums will bump up accordingly. For most management and professional positions this will not result in a pay increase at this time, unless the employee's current salary is under the new minimum.

As you recall, all employees received a 2% increase in January 1 of this year, and we will look at the possibility of an across-the-board cost of living adjustment for all at a later date. These are some great changes now that will have a huge positive ripple effect across the company. Thanks to a great Board of Directors for their continual support of our biggest asset - our employees!

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#### Holiday's and Closures

*7/4/19 — 4th of July*

*9/2/19 — Labor Day*

*9/23/2019 – Autumn Begins*

# 4TH OF JULY SAFETY!



**WATER**  
HAVE A SOURCE OF WATER  
CLOSE BY



**FIRE**  
NEVER LIGHT  
FIREWORKS NEAR  
DRY GRASS



**CLOTHES**  
BE CAREFUL OF LOOSE  
CLOTHING AROUND  
FIREWORKS



**WIND**  
BE AWARE OF WINDY  
CONDITIONS

## **DISTANCE**

**Once fuse is lit, back up and keep a safe distance!**



## New Employees That Have Joined the DHI Team

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Hi, my name is Ali Spicer and I am the new social worker here at DHI. I am originally from East Grand Forks, MN and now reside in Grand Forks, ND. I received my bachelor's degree in Social Work from the University of North Dakota as well as a minor in Addiction Studies from the University of South Dakota. In my free time, I enjoy spending time with my family and friends, (especially my three beautiful little nephews) crafting, and being at the lake. I look forward to my career here at DHI.

Madisen Ellingson-Strumphf  
Rachel Morin  
Amina Ahmed  
Alison O'Sadnick  
Korri Gust  
Caleb Osborne  
Leona Nimley  
Roberta Johnson  
Arthur Cooper  
Seyennoh Kensuah  
Karissa Hubbard  
Aline Kwizera  
Vicki Littlejohn  
Alex Case  
Dane Rhen  
Mackenzie Oen  
Kathie Chaput  
Nicholas Wheelhouse

Ranita Rodriguez  
Leila Abdi  
Jessica Dimtich  
Toni McDonald  
Alison Spicer  
Bethany Ploof  
Hamdi Hassan  
Malea Peters  
Olga Rema  
Joe Turamufise  
Sierra Mastrud  
Kailey Strachota  
Sean Norton  
Jennifer Mooney





### Retirement Plan Employer Match Increase 7/1/19

The Board has approved an increase to the 401K Employer Match! This is a huge benefit! Currently, the match is up to 2%. So if you contribute 2%, DHI will match 2% dollar for dollar. Starting July 1, 2019 (the start of the 401K plan year) the 401K Employer Match will be up to 4%. So if you contribute 2%, DHI will match 2%. But, if you increase what you contribute to 4%, DHI will match 4% dollar for dollar.

All DHI contributions will be put into the 401K and not the Roth. You can change what you elect to contribute into the 401K or Roth at any time. To take full advantage of the increased match, you will want to submit a 401K Paycheck Contribution Form (in the lobby area at the main office) to me in Human Resources by July 8<sup>th</sup>, 2019. This will be effective for the July 15<sup>th</sup> paycheck. The full 401K plan year is July 1 – June 30.

If you aren't enrolled in the 401K and/or Roth you will need to complete the 401K Participant Enrollment Form and the Paycheck Contribution Form (in the lobby area at the main office).

In order to qualify for the 401K Employer Match the employee must have completed one year of service and have at least 1,000 hours of service during the plan year. This is described in more detail in the Retirement Plan Policy in the Employee Handbook. The Employee Handbook is available for reference on the DHI website at [www.developmenthomes.org](http://www.developmenthomes.org) under the Staff Login section.

If you have any questions please let me know.

Monica Fallon, Human Resources Director

## And the Award Goes To.....

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# THE RECOGNITION COMMITTEE

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## SAVE THE DATE

October 24th

The Recognition Event will be held at the Red Roof Inn on October 24th. There will be more details of the event to follow. We would love for everyone to attend and recognize the great work of DHI this past year.



## EXPLORE WHAT'S INSIDE THIS ISSUE:

*Employee of the  
Month - Page 2*  
*Quarterly Cook-off -  
Page 3*  
*Clothing Order -  
Page 4*

## DSP RECOGNITION WEEK

September 9th-13th

Direct Support Professional recognition week is September 9th-13th. Thanks to all of our dedicated DSP's who provide such wonderful care and support to people we serve.

In honor of our Direct Support Professionals, the Recognition Committee will be providing a special gift for each staff for their hard work and dedication throughout the year.

There will also be a family friendly carnival for all to attend, held at the Development Homes, Inc. office. There will be more details to follow.

Throughout this week, there will also be fun dress-up days to celebrate our DSPs.

Thank you so much to all the DSPs! We appreciate you very much and we couldn't fulfill the mission of DHI without you.

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# EMPLOYEE OF THE MONTH

## For DSP's and DPL's

Each month, the Recognition Committee of Development Homes, Inc. will be awarding the title of "Employee of the Month" to one honorable Direct Support Professional or Direct Professional Leader.

The winner will receive a gift card for their work from the Recognition Committee.

The winner will also have a short bio posted on Development Homes, Inc.'s Facebook page to show friends and family your accomplishment and how amazing our staff is.

In order to win, you must be nominated by your Residential Manager, Qualified Program Specialist (QPS), Coordinator, or another staff. Nominations are due by the 15th of every month.



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# QUARTERLY CLOTHING ORDER

[www.shopallsopure.com/collections/dhi](http://www.shopallsopure.com/collections/dhi)

Are you looking for DHI gear to wear at work or around the community? The Recognition Committee will be taking orders for clothing and other items each quarter.

You can look at the items using the link posted above.

Please get your orders into Allie Jaynes by the end of each quarter.

You can also place an individual order by using the link above, but when there is a bulk order placed at the end of each quarter, a discount will be given.

With any questions please contact Tess Wagenaar.





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# QUARTERLY COOK-OFFS

June - Picnic Items

September - Soup/Chili

December - Cookies/Baked Goods

March - TBD

- The cost to attend the event and eat will be \$5 per person.
- All proceeds will be donated to a worthy cause!
- The winner will receive a \$20 Gift Card!
- There will be a flyer made for each event, so keep an eye out.
- If you plan on entering an item in the event, please RSVP to the staff indicated on the flyer.
- The event will be held at the DHI office, and will run from 11am to 1pm on the specified date.





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# THE RECOGNITION COMMITTEE

*The Official Newsletter of Development Homes, Inc.  
From the Recognition Committee*

If you are interested in joining the Recognition Committee,  
please contact

Allie Jaynes at (701) 335-4000 or send a  
Therap S-Comm.

From the DHI Recognition Committee:

Allie Jaynes, Adult Services Coordinator

Marie Setness, Qualified Program Specialist

John Alexander, Qualified Program Specialist

Tess Wagenaar, Family Support Manager

Kerri Hagen, Residential Manager

Kim Moen, Residential Manager

Matt Meuwissen, Residential Manager

Hayley Lorenzen, Residential Manager

Michaela Gerving, Rehab Intern

**Thank you!**

JUNE - SEPTEMBER 2019

# EMPLOYEE WELLNESS

From the Wellness Committee of Development Homes, Inc.



"Our mission is to inspire, create and maintain a workplace and environment that supports each person's healthy lifestyle choices."



## MORE ARTICLES ON WELLNESS:

Lunch and Learn:  
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Healthy Snacking:  
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Outdoor Yoga Events:  
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JUNE • SEPTEMBER 2019

## LUNCH AND LEARN

### Everyday Essential Oils for Health

July 24, 2019

From 12pm - 1pm (lunch provided)  
Essential Oils are enjoyable, versatile, and natural products with a multitude of uses beyond their scents alone. Discover the basics of how essential oils support health, with Deanna Nyegaard with Young Living Essential Oils, and learn how to build your own essential oil kit.

RSVP to Kim Moen by July 21, 2019.



### Reflexology

August 14, 2019

12pm - 1pm: Presentation (lunch provided)  
30 minute treatment session available from  
1pm - 5pm for \$30

Also known as zone therapy, is an alternative medicine involving application of pressure to the feet and hands with specific thumb, finger, and hand techniques without the use of oil or lotion.

RSVP to Monica Fallon by August 11, 2019.



### Flu Vaccine Clinic and Massages

September 11, 2019

From 12pm - 5pm

Flu Clinic will be provided by Wall's Pharmacy, and body composition scale with Altru will be available for use.

If you are stressed from your work week, or other things going on, take a little time to unwind. We will be offering clothed table massage at cost to employees from 12pm to 5pm. It will be \$32 for 30 minutes.

RSVP to Monica Fallon for massage appointments by September 9, 2019.



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## SUMMER HEALTH HAZARDS

Information provided by: Becky Squiers, Executive Director  
at HelpCare Clinic and Mayo Clinic

Everyone loves summer, right?! It's a time to get outside, relax and spend time taking part in all sorts of adventures.

The summer season can even come with some awesome health benefits. Largely due to the weather, people are much more active in the summer than they are in the colder months of the year. People are walking, biking, running and even doing more leisurely activities like gardening. So how can there be health hazards associated with this usually-healthy season? The truth is every season comes with unique challenges. The best way to avoid the health hazards of any given season is to be aware that they exist.

### Dehydration

Many people are much more active in the summer. In many parts of the country, summer is also a season of brutal heat. When you're moving around more, and you're dealing with extreme heat, your body needs more water. It's a simple problem with a simple solution. You're using more water as you move around and as you sweat. So you need to drink more water to replenish. Do yourself a favor and stay extra hydrated all summer long.

### Heat

The heat doesn't just mean you're more likely to get dehydrated. Extreme heat can be a danger in and of itself. You need to be on the lookout for symptoms of heat exhaustion.

Symptoms of heat exhaustion:

- Cool, moist skin
- Heavy sweating
- Faintness
- Dizziness
- Fatigue
- Weak, rapid pulse
- Low blood pressure
- Muscle cramps
- Nausea
- Headache

Contact your doctor if your signs or symptoms worsen or if they don't improve within one hour of moving to a cool area and hydrating.

### Sunburn

Sunburn can cause skin cancer. It might be tempting to soak up some rays and get that nice summer glow. To help prevent sunburns apply the following tips:

- Cover up exposed skin
- Use sunscreen of at least SPF 30 frequently and generously
- Wear sunglasses outdoors
- Be aware of medications that increase sensitivity to the sun

Continued

## Stress and Burnout

It might seem like summer should be the stress-free season of relaxation. Unfortunately, that mindset can actually cause a lot of stress when it comes to the workload.

Many employees might be focused on the busy-ness happening outside work. That can lead to procrastination and work pileups. Balancing work and life in the busy summer season can be a huge stressor for you.

Make sure you are taking time away from your busy life. Help yourself to avoid burnout by developing a plan to help manage your stress.

## Poor Nutrition

With the "on-the-go" nature of summer, it can be easy to let nutritional goals fly out the window. It's more appealing to go enjoy dinner, drinks or appetizers with friends and family than it is to stay home and meal prep. The nice thing about summer is that the opposite is also true. With the abundance of gardens and farmer's markets, you can use your wellness program to push back against the poor nutritional habits that can sneak up on you. Take advantage of the fresh fruits and vegetables that this season provides. The farmer's market is every Saturday from June 15-September 28th, 9:00AM-1:30PM.



## Carelessness

Summer is a season of distraction for most people. Whether they're thinking about upcoming vacations, their kids' sports camps or even just getting outside to enjoy the sun, it's easy for employees to lose focus at work—and in all aspects of their lives. That means the potential for accidents is increased during the summer season. People aren't as focused on the small details, and can get caught going through the motions and making careless—and potentially harmful—mistakes. The best thing you can do during this summer season is to make sure you are staying aware and staying safe, all while relaxing and enjoying your summer and the warm weather it has to offer.



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# HEALTHY SNACKING

## Monster Cookie Protein Balls

Monster Cookie Protein Balls – Tastes Like No Bake Cookies But Healthier!

Protein balls are one of my favorite snacks to make! They are easy, healthy and so delicious. Plus they make the perfect grab-and-go snack.

To make these protein balls, you'll need the simple ingredients below. Feel free to make substitutes, like cashew butter instead of peanut butter or maple syrup instead of honey, or take out m&m's and substitute for other things.

Ingredients:

- 1 cup quick oats
- 1/2 cup natural peanut butter
- 1/4 cup honey
- 1 scoop vanilla whey
- Add mini m&ms and mini chocolate chips as you see fit.

Stir together ingredients in a large bowl until they are smooth. Line a small baking sheet with parchment or wax paper. Using a small scoop, scoop out mixture and roll into balls. Place in the refrigerator for at least 10 minutes, or until ready to eat. Enjoy!



Protein balls will last for about a week at room temperature, or around 2 weeks in the refrigerator. Make sure to store them in an airtight container or zip lock bag, so they do not dry out.

Many people wonder if you can freeze your protein balls. Yes, you can absolutely store these healthy protein balls in the freezer! Many people like to double the batch and store half in a zip top bag in the freezer. They will keep in the freezer for a couple of months.



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## ORGANIZED RUNNING EVENTS



### August 17th

Kick start Rockin' Up North Fest this year by participating in the Jog your Memory 5k & Family Fun Run event. The 5K will begin at 9 AM, with the (one mile) Family Fun Run to follow. This fabulous family friendly event is filled with activities, music and prizes. All proceeds/donations will go directly to our local Alzheimer's Association chapter to help aid in research and support for families affected by Alzheimer's.

LOCATION: Parking lot adjacent to Up North Pizza - 314 4th Street Northwest, East Grand Forks

### September 21st

The first annual Northlands Rescue Mission Home Run! There are two main events to choose from - a 5K Fun Run along the Greenway, and a 25 Mile Bike Race on the outskirts of Grand Forks. After your event, join us outside for food, live music, and exciting activities! Online registration is open now through September 19th!



### September 26th-28th

Join us for the EIGHTH annual running of the Grand Forks Wild Hog Weekend! This year's event will feature a FULL marathon, 1/2 marathon, Relays for the marathon (2 & 4-person) & half marathon (2, 3 & 13-person), 10K, 5K, a Family Fun Run & the Hog Dog Jog. The marathon and half marathon routes will take you through some of the most scenic and historic sites of Grand Forks, ND, and East Grand Forks, MN. Completing the 5K on Friday night and another event on Saturday will earn you the title of going "HOG WILD"! All of the races start and finish between the Choice Health & Fitness Center and the Wild Hog at 4401 S Washington St.



### Date: TBD

Color Vibe is the premiere paint race and color event in the USA. Our amazing colored powder will have you laughing throughout the course as you participate in this unique 5k chalk race.

Pre-Register today to secure your spot once registration opens and take advantage of the best price available.

Pre-register at:

<http://www.thecolorvibe.com/fargo.php#RACE>

JUNE • SEPTEMBER 2019

## OUTDOOR YOGA EVENTS

### Yoga on the Greenway

Free program sponsored by the Altru Family YMCA, starts at 10 a.m. Saturday, and will last an hour long. It is open to the public. The classes meet on the green space behind the Toasted Frog restaurant, 124 N. Third St., near the Greenway access on Second Avenue North. Participants are asked to bring a mat, water, sunscreen, insect repellent and "anything else they may need. In case of inclement weather, the group will gather at the YMCA, 215 N. Seventh St. For more information, call the Altru Family YMCA, (701) 775-2586.

Classes start June 1st and run through August 31st. They meet at 10 am on the Greenway every Saturday for the summer.



### Family Yoga in the Park

This donation based program is held at Sertoma Park. Sertoma Park Japanese Gardens S 34TH St, Grand Forks, and starts at 4pm on Sundays. This class lasts an hour long. The suggested donation is \$10 per family and \$5 for an individual. Bring your own mat/blanket and some water...then get ready to stretch yourself in the SimplyGraND outdoors with Mindful Living master yogis. All ages and levels of experience (or inexperience) welcome! Don't have kids? Come solo and join in on the yoga fun!

Classes start June 2nd and run through August 4th. They meet at 4 pm at Sertoma Park every Sunday for the summer.

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JUNE • SEPTEMBER 2019

# EMPLOYEE WELLNESS

By the Wellness Committee of Development Homes, Inc.

If you are interested in joining the Wellness Committee or have any recommendations or input to help support our mission contact Monica Fallon at (701) 335-4000 or send a Therap S-Comm.

From the DHI Wellness Committee:

Barb Jensen, Employment & Community Services Specialist

Kelly Ferguson, Direct Professional Leader

Kristi Ness, Direct Professional Leader

Ruby Olerud, Direct Professional Leader

Danny Holwerda, Residential Manager

Hayley Lorenzen, Residential Manager

Kim Moen, Residential Manager

Michaela Gerving, Rehab Intern

Allie Jaynes, Adult Services Coordinator

Cindy Holweger, Quality Enhancement Director

Pam Heyd, Chief Financial Officer

Monica Fallon, Human Resources Director

## Thank You!

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## July 2019



You can get all different sized flags and make an obstacle course. You use necklace sized glow sticks...but you could put two together to make a giant one...or get a bracelet to make it small and lots trickier! You can assign each flag or ring a point value to keep score! You could even give each person a specific color of glow sticks!

## August 2019



If you have an old tackle box lying around this would be a great idea for camping if have some clumsy people. with you

## September 2019

### DIY SPRAY PAINT WALL ART



The possibilities are endless- feathers, flowers, stencil letters, etc. For a large wall, you could make 4 spray painted canvases, all with a similar theme but in different colors



# RECIPES

Submitted by Julie Vold

## Taco Baked Chicken

3 to 3 1/2 pounds bone-in chicken thighs & drumsticks approx. 8 to 9 pieces

1/3 cup olive oil

1/2 teaspoon salt

1/2 teaspoon garlic powder

Freshly ground black pepper

2 1/2 cups finely crushed tortilla chips

3 to 4 tablespoons taco seasoning

Instructions

Preheat oven to 375°F. Line a large, rimmed baking sheet with heavy-duty aluminum foil. Prepare chicken by removing skin, if desired.

In a medium bowl, combine olive oil, salt, garlic powder, and pepper. In another bowl or shallow dish (like a pie plate), combine crushed tortilla chips and taco seasoning.

Dip a piece of chicken in the olive oil mixture, coating it on all sides.

Place chicken in crushed tortilla chips and turn and press it into chips until evenly coated. Place on baking sheet. Repeat with remaining chicken pieces, leaving a bit of space between each piece.

Bake for 40 minutes. If chicken is getting too brown at this point, lay a sheet of foil on top. Bake for an additional 5 to 10 minutes or until chicken is cooked through (reaching an internal temperature of 165°F).

Notes

Bone-in chicken breasts may be used as well, but since white meat cooks faster than dark, check for doneness sooner.

Adjust the amount of taco seasoning depending on how spicy you want your chicken to turn out.

## Cheddar Vegetable Au Gratin

4 Tablespoons unsalted butter

1/2 head broccoli, cut into florets

1/2 head cauliflower, cut in florets

4 carrots, sliced

1 large onion, chopped

1/4 cup all-purpose flour

2 cups half and half cream

2 cups shredded sharp white cheddar cheese

kosher salt

freshly ground pepper

1/4 teaspoon ground nutmeg

2/3 cup Parmesan Cheese, for topping

Preheat the oven to 450 degrees F. Grease a large baking dish with butter and add the broccoli, cauliflower carrots, and onion. Roast until slightly golden browned, about 15 minutes.

In a medium saucepan, melt the butter, whisk in the flour and let it cook over medium heat for 3 minutes. Turn the heat off, whisk in the half-and-half, then turn the heat up to high and keep whisking to avoid the flour from clumping. Add the Cheddar cheese, kosher salt, pepper, nutmeg and whisk until the cheese is melted.

Remove the broccoli, cauliflower, carrots, and onion from the oven and pour the Cheddar cheese mixture over the top. Sprinkle evenly with the Parmesan cheese and bake until golden brown on 400 degrees F, 25 to 30 minutes.



taco  
Baked Chicken





# Rhubarb Dream Bars

## Ingredients

Shortbread Crust  
2 cups Flour  
3/4 cup Powdered Sugar  
1 cup Butter

## Filling

4 Eggs  
2 cups Sugar  
1/2 cup Flour  
1 1/2 tsp Salt  
4 cups Chopped Rhubarb

## Instructions

Preheat oven to 350 degrees.  
Chop rhubarb. Set aside.  
Mix shortbread crust ingredients together well: flour, powdered sugar, and butter. Press into greased 9 x 13 pan. Bake for 15 minutes and remove from the oven.

While the crust is baking, beat together the filling ingredients: eggs, sugar, flour, and salt. Stir in rhubarb.  
Spoon the filling mixture onto crust. Bake for 45 minutes.  
Cool before cutting and serving.

## Nutrition Information:

YIELD: 12 SERVING SIZE: 1

Amount Per Serving: CALORIES: 419 TOTAL FAT: 17g SATURATED FAT: 10g TRANS FAT: 1g UNSATURATED FAT: 6g CHOLESTEROL: 103mg SODIUM: 439mg CARBOHYDRATES: 62g FIBER: 1g SUGAR: 41g



# Puzzles



## Candy Bar WORD SEARCH

Y	S	K	C	O	W	I	L	A	V	T	W	I	X	F	J	X	S	V
R	R	F	W	E	H	C	N	O	T	S	E	L	R	A	H	C	R	N
N	E	Y	B	U	T	T	E	R	F	I	N	G	E	R	O	L	E	Q
E	E	A	O	X	Y	F	P	Y	D	M	E	T	O	C	X	A	K	D
H	T	D	L	Y	A	Q	H	E	R	S	H	E	Y	B	A	R	C	E
H	E	Y	L	R	E	K	B	G	I	A	C	Y	P	Z	W	K	I	V
O	K	A	E	Z	E	R	O	V	Y	H	K	M	V	F	O	V	N	I
K	S	P	M	Z	G	O	Z	S	A	T	Y	Y	V	X	I	B	S	F
C	U	L	A	I	D	Y	T	Y	W	A	O	Z	W	S	R	A	M	E
E	M	H	R	B	T	U	C	N	Y	E	J	N	D	I	U	I	L	K
E	E	L	A	S	H	R	R	V	K	H	D	A	H	I	N	D	H	A
K	E	R	C	D	O	C	U	A	L	A	N	K	I	T	K	A	T	T
F	R	K	M	M	A	Z	N	T	I	F	O	T	X	Y	W	E	U	D
T	H	A	Z	N	J	P	C	Q	M	T	M	Z	Y	W	Q	S	R	D
K	T	Q	C	J	R	M	H	T	A	C	L	C	K	V	D	S	Y	V
C	Z	E	A	K	Y	F	I	F	T	H	A	V	E	N	U	E	B	C
A	Y	R	D	D	E	L	F	X	Q	C	A	N	U	F	B	X	A	P
X	Y	J	D	X	A	L	Y	F	M	P	G	O	T	U	C	Q	B	E
K	K	J	C	T	I	L	L	A	C	A	M	A	H	C	T	A	H	W

- ALMOND JOY

BABY RUTH

BUTTERFINGER

CARAMELLO

CHARLESTON CHEW

CRUNCH

FIFTH AVENUE

HEATH
- HERSHEY BAR

KIT KAT

KRACKEL

MARS

MILKY WAY

MOUNDS

MR. GOODBAR

OH HENRY
- PAY DAY

SNICKERS

TAKE FIVE

THREE MUSKETEERS

TWIX

WHATCHAMACALLIT

ZERO

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Wackie Wordie #102  
From Mr. P's Math Page

	1	2	3	4
A	< > C - Z - < > C - Z -	OF BREATH	SCHEME SCHEME SCHEME SCHEME SCHEME SCHEME	EGGS EGGS HAM
B	TIMING TIM ING	S U N	T H We've Got M E	FRONTIER FRONTIER ⇒ FRONTIER
C	NI THE DAY	POUNDS POUND POU PO	STOOD MISS	BESICKD
D	POLIC4Y	DR. DO	BUAIRRR	DAY





# Save the Date



## Payroll Dates

### July

Mon.15th & Wed.31st

### August

Thurs. 15th & Fri. 30th

### September

Fri. 13th & Mon. 30th



Please also keep the payroll office/HR Department updated with any change of address that you may have throughout the year. All forms are available in the waiting room at the main office.



## DHI Gaming Information Janelle Mitzel



Development Homes, Inc. sponsors 8 locations for live gaming in the Grand Forks area. Gaming is located at Rumors Bar & Grill, Joe Black's, The Hub, Charlie Brown's, El Roco Nightclub, Kelly's Bar, Johnny's Lounge and The Office. Live gaming includes bingo, quick shot bingo, blackjack, pig wheels, pull tabs, simulcast horse racing and now electronic pull tab machines.

### THE OFFICE BAR

Come check out "The Office" bar, DHI's new gaming site. The Office is located on Washington Street in the strip mall next to Mexican Village. Games offered include Grover & Arrow electronic pull tabs, blackjack, and pull tabs.

### DHI Bingo Giveaways Every Week!!!

### Bingo Session Times:

**Rumors – Tuesday - \$1000**

**Monday - Friday – 12:15 PM**

**Wednesday - \$1000**

**Monday - Saturday – 5:30 PM**

**Thursday - \$1000**

**Kelly's – Wednesday - \$400**

**Monday - Saturday - 6:30 PM**

**Friday - \$150 & \$250**

**Charlie Brown's – Every Night - \$100 & \$300 7 days a week – 7:45 PM**

**Saturday Afternoon—\$500 Saturday & Sunday 3 PM**

**Johnny's – Wednesday – \$400**

**7 days a week – 4 pm & 7:30 pm**

**El Roco Lounge –**

**Monday - Friday 5:30 PM**

### ELECTRONIC PULL TABS ARE HERE!

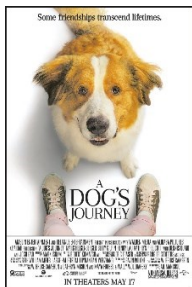
**Play your favorite pull tab games digitally displayed on a cabinet style kiosk, featuring extended play, exciting graphics and differing purchase prices. This is a fan favorite!**

**For daily jackpot information call the Bingo Hotline at 335-4051.**

# Movie Reviews

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## A Dog's Journey



**Movie Review By: Seth Christianson**



Comments: This movie is SO GOOD! It has comedy, drama, heart, and some GREAT dogs! I recommend this movie for dog lovers of all ages. If you liked A Dog's Purpose, you'll LOVE A Dog's Journey!

## Aladdin



**Movie Review By: Seth Christianson**



Comments: This movie is SO GOOD! Will Smith KILLS IT as the Genie. The one thing I was disappointed in is that Jafar didn't turn into a snake, but that's just because I LOVE snakes. Otherwise, if you're a fan of the 1992 animated version, I recommend this version for you.

## Avengers: Endgame

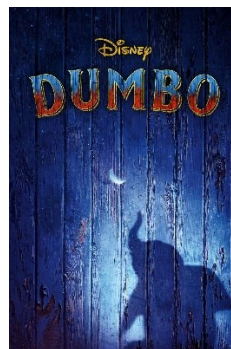


**Movie Review By: Seth Christianson**



Comments: This movie is AWESOME! It has action, adventure, comedy, and drama. If you're a fan of the Avengers and want a perfect way to say goodbye to them, I recommend this movie for you.

## Dumbo



**Movie Review By: Seth Christianson**



Comments: This movie is AWESOME! Tim Burton did a GREAT job with this movie. The only thing missing was Timothy, Dumbo's mouse sidekick. Other than that, I recommend this movie for circus lovers, elephant lovers, animal lovers, and Disney fans of all ages.

## Rocketman



**Movie Review By: Seth Christianson**

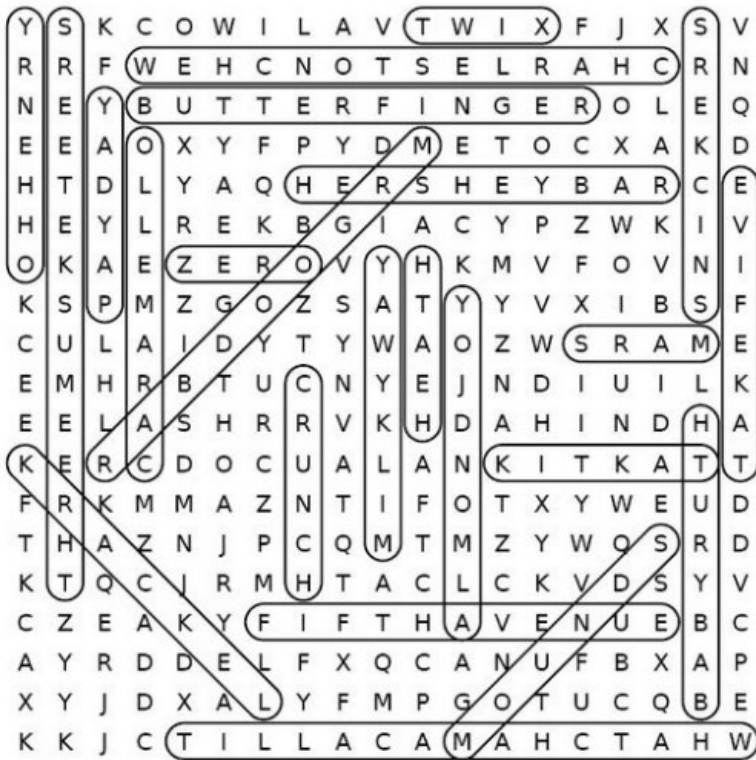


Comments: This movie is AWESOME! It tells Elton John's story in a REMARKABLE way! It also shows things about his life that you might not know. If you're an Elton John fan, this movie is for you!

# Puzzle Answer

## Candy Bar WORD SEARCH

SOLUTION



- A-1. Prone to injury
- A-2. Short of breath
- A-3. Pyramid Scheme
- A-4. Green eggs and Ham
- B-1. Split second timing
- B-2. Sundown
- B-3. We've got them cornered
- B-4. The last Frontier
- C-1. Back in the day
- C-2. Dropping the pounds
- C-3. Misunderstood
- C-4. Sick in bed
- D-1. Foreign Policy
- D-2. Doctor Dolittle
- D-3. Aaron Burr
- D-4. Daybreak



Thank you to everyone for  
all the great  
articles & ideas!