



# Join the Soul of Solvere's Community Mentor Program!



## Share Your Experience

A strong mentor-mentee relationship can help new team members learn the ropes from a veteran, while also helping the more seasoned team member see solutions and approaches to company initiatives from a fresh perspective. The purpose of the Soul of Solvere's Community Mentor Program is to provide

an additional source of support during a team member's orientation, not only from someone who has years of experience, but who is also trusted to share our vision, mission and values.

### ✔ Benefits include:

- Pay increase – 50 cents/hour
- 90-day retention bonus after new team member completes 90 days – \$100
- 6-month retention bonus after new team member completes 6 months – \$200
- "Mentor" designation on nametag

### ✔ Requirements to apply:

- Must be Solvere team member for at least 6 months (if there is discipline/counseling on file nominee is disqualified)
- Outstanding team member who exceeds expectations by maintaining a performance review score of 4 or 5

### ✔ Mentor Responsibilities:

- Involvement in interview process prior to hire
- Orient new team member to the community and provide tour of the community
- Accompany new team member to lunch during orientation
- Regular, weekly 30-minute meetings for first 60 days
- Allow new team member to shadow to gain insight into how the mentor succeeds daily for first 3 days of employment
- NOTE: mentor's individual performance at the community must remain unchanged and in good standing

**Please contact your General Manager to become a Solvere Community Mentor today!**



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