

Great Place to Work & Grow



COMPASSION • ENRICHMENT • DIGNITY • RESPECT

#EclipseEnriches

Eclipse is a Great Place to Work & Grow

We are proud to be a company that offers an array of departments (e.g. dining, facilities management, sales, etc.) that have a range of both entry-level to senior leadership positions. When people join our team with a desire to learn and grow, that effort and growth is often recognized and rewarded with promotions. We believe in investing in those whom we hire. Take a look at a few of our associates' career growth paths. Could your story be added to this list one day?

Ashley Windsor, Benefits Analyst, Support Center



Ashley started her career with Eclipse in December 2017 as the receptionist at our Support Center. She took full advantage of her role and learned all she could about the various departments and business practices. In July 2018, Ashley interviewed for a Human Resources Coordinator position that had been created. A year later, she advanced her career again by shifting into a Benefits Analyst role. Ashley continues growing and learning as she participates in a variety of HR projects, both small and large scale. She promotes growth and development at Eclipse Senior Living by onboarding and mentoring new associates in the reception and HR coordinator roles. *“Not only have I enjoyed advancing my career, knowledge, and skill-set within the HR team and Eclipse, but I am continuously grateful to be part of a team with admirable camaraderie and high-quality leadership. As the cherry on top of this rewarding experience, I am able to volunteer an hour of my time each week to read with children in a local public school with the support and encouragement of my managers. Being able to give back to my community not only fulfills a passion of mine, but makes me incredibly proud to work for a company that values associate growth and advancement both personally and professionally.”*

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Divinia Nunez, Assistant Executive Director, Grossmont Gardens



Divinia began her career with us in November 2013 as the Move-In Coordinator at Grossmont Gardens. While working with new residents and families, she also pursued earning her RCFE (Residential Care Facility for the Elderly) License, in the hopes that it would help her be better able to serve in her current role. In 2016, she interviewed for and accepted a Sales Director position. Over the next few years, Divinia continued to hone her senior living knowledge and skills with tremendous support from those around her. When an opportunity arose for Divinia to interview for the Assistant Executive Director role, she didn't hesitate. She continues to serve as the Assistant Executive Director at Grossmont Gardens, where she continues to learn every day. *"I love my new role and the challenges I am presented with on a daily*

basis. I look forward to the future because I know I will continue to grow both personally and professionally with the Eclipse family!"

Jennifer Kipe, Executive Director, Elmcroft of Shippensburg



Jen has always loved helping people. When she was hired as a Sales Director for one of Eclipse's senior living communities in July 2016, she knew she had found her happy place. *"I immediately felt welcomed by the leadership team and front-line associates, and I fell in love with the residents and every potential resident I encountered as the Sales Director."* In June 2018, Jen was thrilled to accept the Executive Director role she had been offered because of her experience and education. *"The company generously funded my classes to become a Licensed Personal Care Home Administrator. I never thought I would wake up every morning actually excited to go to work. But, when you view your job as your second home, and your residents and fellow associates as family, it certainly makes a difference!"*

Andrea Silas, Regional Director of Operations

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Andrea began her career as a licensed practical nurse in 1998 in skilled nursing, and later pursued a degree as a Registered Nurse and became certified as a Category II Administrator. Andrea first served as the Executive Director at Elmcroft of Grayson Valley, and later joined the regional leadership team as Operations Specialist. Now, Andrea serves as the Regional Director of Operations for that regional team, and she has over 15 years of experience in the senior living industry. Andrea is *“motivated by hard work and persistence. I am not afraid of adversity, and in my opinion, I believe that hard work, strength of mind and character, dedication, and perseverance will always pay off.”* The celebrated Brazilian soccer star Pele says, “Success is no accident. It is hard work, perseverance, learning, studying, sacrifice and most of all, love of what you are doing or learning to do.” Andrea truly considers herself *“a woman who is dedicated to the*

success of her family and her profession, as [her] professional goal is to make sure that we all, as caregivers, deliver a high level of customer service and care to all residents, families, and staff.”

Shamim Wu, Chief Operating Officer



Our Chief Operating Officer, Shamim Wu, has led a career that is a great example of how you can grow through the senior living industry. She began her career in the senior living industry over 15 years ago as an Admissions Director at Royal Care Skilled Nursing and Rehabilitation Center. It was in this role that she developed a passion for serving seniors and their families. Soon after, Shamim accepted an opportunity with Summerville Senior Living, where she supported two Los Angeles-area communities as the Director of Community Relations. She was promoted to Sales Specialist and then Senior Regional Director of Sales in quick succession. In 2010, Shamim transitioned to Holiday Retirement as a District Vice President of sales, and later assumed the role of Executive Vice President of Sales. She was responsible for more than

600 employees and annual revenues of more than \$1 billion. During her time at Holiday, overall occupancy rates increased from 73% to 92%. From there, Shamim stepped into a new position as president and COO at Silverado.

Having served in C-suite roles at Silverado and Holiday Retirement, with responsibility for a variety of initiatives including strategy, sales process and systems development, as well as, holding the leadership positions at Emeritus, Summerville Senior Living, and Covenant Care, and serving as the chair of the Argentum Sales and Marketing Executive Roundtable, participating as an Advisory Board member for A Place for Mom, being a featured contributor to Argentum, California Assisted Living Association (CALA),

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Texas Assisted Living Association (TALA) and the National Investment Center for Seniors Housing & Care (NIC) all supported her successful move to Eclipse Senior Living as Chief Operating Officer. In this role, Shamim is responsible for overseeing operations, sales, clinical, dining services, and facilities across our national portfolio of senior living communities that includes independent living, assisted living, and memory care.

Shamim's career path has put her in this position now where she has the opportunity to include associates, coach team members, and provide opportunities for learning and growth. She makes it a priority to elevate others. *"As a result of my passion for changing lives, I have dedicated my career to this industry. Building and coaching teams to understand and meet the needs of seniors, in addition to delivering a solid track record of results are both outcomes that have been meaningful to me as a leader of others. I am most passionate about making inclusion an integral part of our company's DNA to amplify our future, cultivate our workforce and create a culture of belonging that can be fostered throughout our communities."*