



December 18th, 2025

Dear Valued Team Member,

As 2025 comes to a close, I find myself once again reflecting on NCFL's and my personal goal - delivering the highest quality care to the extraordinary individuals we serve - and celebrating another year of remarkable progress. With each passing year, our organization grows stronger, more capable, and more admired across New Jersey and beyond. None of this happens without you.

This year, we continued to build upon the strong foundation we laid in prior years:

- **Our Paramus Achievement Center has exceeded all expectations**, transforming the lives of those who attend and offering a level of programming previously unavailable anywhere in the state. It stands as a national example of what a day program *should* be.
- **Our in-house therapy services - physical, occupational, and speech - became fully operational in 2025**, improving continuity of care and giving our individuals the benefit of specialized support under one roof.
- **Residential Services continued to grow**, adding beautifully designed homes that offer dignity, comfort, and a genuine sense of belonging. We remain on track to open additional spectacular homes in 2026.
- **Our employee fitness center continues to be well-received**, reinforcing that the health, wellness, and morale of our staff remain a top organizational priority.

Throughout all of this growth, one truth has remained constant: **NCFL's success is driven entirely by the dedication, professionalism, and compassion of its staff.** Whether you are a DSP, supervisor, nurse, therapist, admin support staff or manager, the work you do daily is nothing short of extraordinary. I witness your commitment every time I visit a home or walk through our Achievement Centers. The love you show our individuals - society's most vulnerable population - is inspirational and deeply humbling.

Together, we have once again risen to challenges, adapted to a rapidly evolving field, and overcome obstacles that would have overwhelmed most organizations. Instead, we have turned them into opportunities for excellence. Our reputation as New Jersey's leading provider of residential and day services for adults with I/DD continues to grow - and increasingly, we are being recognized on a national level as the benchmark for quality.

This is the perfect moment to express my sincere appreciation for your incredible efforts throughout 2025. **Your work matters. Your dedication is noticed. And your impact is immeasurable.**

I am pleased to announce that **NCFL will again be awarding a year-end bonus** to eligible staff as a tangible expression of our gratitude. As with last year, the bonus is based on team performance across four established categories. The stronger we are collectively, the more each person benefits individually. This model reflects how we operate every day - supporting one another, stepping up when others need help, and always putting the needs of our individuals first. As you may recall, in 2024 NCFL set aside \$250,000 in a bonus pool to distribute evenly to our employees based on performance in four criteria/categories. This year, that bonus pool was increased to **\$325,000** as we have added more employees to our family throughout 2025. This year's scores for the measurable

criteria are: *Community Outings* – 89%, *Quality and Timeliness of Medicaid Notes* – 78%, *Appropriate ABCs written* – 74% and *Time & Attendance* – 65%. This represented an average of 77%, which is an increase of 3% over last year. I am happy to announce that each employee will receive a **\$1,240 bonus** in recognition of your efforts. I encourage all staff to assist each other in performing their tasks at 100% in these categories going forward, especially *Time & Attendance* which would greatly increase next year's bonus amount. Please note that part-time employees and staff that started during 2025 will be given a pro-rated amount.

I am equally delighted to share that **NCFL will be implementing another hourly wage increase for our DSPs** beginning at the end of January. The new rates are **\$25/hour** for Residential DSP staff and **\$23.50/hour** for Day Program staff. When I joined NCFL in 2016, our DSP wages were the lowest in the state. Today, thanks to your hard work and our shared belief in investing in our people, **NCFL now proudly stands as the highest-paying provider for DSP's in New Jersey and quite likely in the nation.** You have earned every bit of this recognition and more.

This year I truly enjoyed meeting so many of you - especially during our "Lunches with Steve." These gatherings remain one of my favorite ways to learn about your experiences, ideas, and passions and to share my vision for NCFL with you. Whether you are brand-new to NCFL or have been with us for many years, I want you to know how grateful I am for your trust, your loyalty, and your belief in our mission.

Looking ahead to 2026, NCFL's future has never been brighter. With our expanding residential footprint, groundbreaking day programming, innovative clinical services, and the most dedicated staff in the field, we are poised to reach even greater heights ... and we will do so the same way we always have: **together.**

Thank you for all that you do, for the love you show our family of extraordinary individuals, and for being part of our very special organization.



Steve Setteducati
Chief Executive Officer