

The logo for The MENTOR Network. The word "The" is in a small, dark teal serif font at the top. Below it, "MENTOR" is written in a large, bold, dark teal serif font. Underneath "MENTOR", the word "Network" is written in a smaller, dark teal serif font. The entire logo is framed by two curved, dark teal lines that sweep upwards and downwards from the sides.

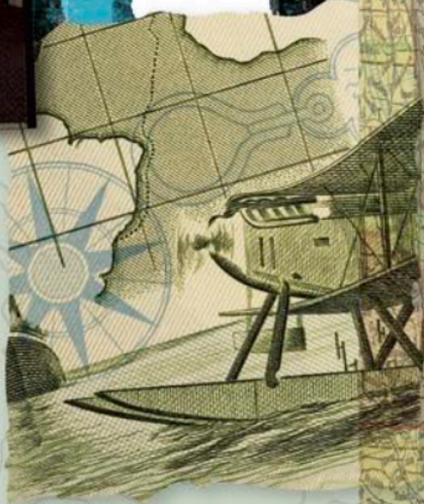
The
MENTOR
Network

The title "Career Ladders" is written in a bold, dark red serif font. It is centered on a white rectangular background that has a slightly torn, paper-like edge. The background of the entire image is a collage of textures: a topographic map on the right, a colorful patchwork of textured paper in shades of orange, yellow, and green in the center, and a vertical strip of textured paper on the left. Several large, semi-transparent grey arrows are overlaid on the image, pointing in various directions (up, down, left, right, and diagonally), symbolizing movement and career paths.

Career Ladders

The text "Local Impact. National Reach. Embark on a Rewarding Career Path with The MENTOR Network." is written in a white, sans-serif font. It is positioned at the bottom of the image, set against a background of a light-colored, textured surface that looks like wood or a similar material. The text is arranged in three lines: "Local Impact. National Reach." on the first line, "Embark on a Rewarding Career Path" on the second line, and "with The MENTOR Network." on the third line. The word "MENTOR" is in a bold, all-caps font.

Local Impact. National Reach.
Embark on a Rewarding Career Path
with **The MENTOR Network.**



Ours is a mission on the move.

The MENTOR Network has been moving ahead with innovative, community-based care options for almost 30 years. Created at the forefront of the human services revolution, our spirit and energy continue to lead us in new directions – toward unmet needs and innovative models for addressing them.

Today, we offer services in nearly 40 states, improving the lives of kids and adults with developmental disabilities and acquired brain injury, young people in the foster care system, the elderly whose first choice is to grow old in their own homes, and still others facing a range of challenges.

You're not just taking a job. You're building a life.

And in human services, that's tough to do. The work is rewarding. You've always wanted to help people. But mission-oriented employers are often not equipped to offer the career ladder you're hoping to climb.



That's where The MENTOR Network is different. As a national network of local human services providers, our organization is able to offer employees the advantage of serving people in their own communities, while maximizing their own professional potential at the same time.



Serve your community.

Maybe your goal is to care for these individuals where they live. You want the satisfaction of playing a role in their daily victories.

Or perhaps your skills are more suited toward building The Network's capacity to support them through cutting-edge business practices and technology.

Nita Hayes **State Director** **Edina, Minnesota**

"I never imagined that I would still be here," said Minnesota State Director Nita Hayes, who just finished her 34th year with REM Minnesota.

Nita began her career as a direct support professional with REM after finishing her associate's degree in child development.

Her talent and drive were quickly rewarded with a promotion to program coordinator, and two years later, to program director.

A self-described "perpetual student," Nita would go back to school again and again over the next several years. "Each time I got another degree or certificate, I got a promotion," she explained.

Today, Nita helps lead one of The Network's largest states.

As a state director for Minnesota, she oversees a caseload of more than 1,000 clients and manages a team of around 1,800 human services professionals.

Nita has reached the top rungs of The Network's career ladder, but her focus remains the same:

"It's like a large extended family," said Nita of the people she works with. "The mission drives us. It's all about the people we serve and the people who make it happen. That hasn't changed for me in 34 years."



Advance your career.

There is a chance you can see yourself doing both at different points in your career – in different parts of the country. The MENTOR Network gets that.

- ▶ Our diverse service lines mean a greater range of job opportunities.

Jeffrey Stewart Safety Manager Atlanta, Georgia

"I'm a GenXer. GenXers move," explained Jeffrey Stewart, Safety Manager for one of The Network's two operating groups, which includes twenty-three states of operation. "But The Network has given me the chance to take on more, new and exciting responsibilities, and I don't have to relearn the business. I don't have to give up the people I like."

Jeff's career illustrates the power of The Network: He's held three different positions of increasing responsibility – and he's done it across two states. When his family needed to move from Massachusetts to Georgia, his job as a clinical supervisor didn't miss a beat. In fact, he was soon promoted to the statewide role of Quality Assurance Director and later to the position he holds today.

"I love being part of the big picture," said Jeff, who also values The Network's commitment to career development. "I run into colleagues all the time who have been groomed along the way. There's not that many human service agencies that can do what we do."



- ▶ Our national reach means you don't have to move jobs when you move your life.
- ▶ Our track record of promoting from within means that talent is recognized and rewarded.
- ▶ Our competitive benefits mean health and security for you and your family.

The dynamism of The Network allows us to respond to your evolving goals and priorities with advancement and change.

Mattie Phillips
Direct Support Professional,
Assistant House Manager
Minot, North Dakota

"I wouldn't like an office job," admitted REM North Dakota assistant house manager Mattie Phillips. "Because then you're separated from the kids."

And "the kids" are Mattie's mission in life. She has been a direct support professional for nearly 11 years, taking care of children with cerebral palsy, autism and other developmental disabilities. Mattie helps them with their daily living skills, from bathing and eating to fitting them with adaptive hand splints and leg braces.

"I'm a helper. I'm a caregiver," she said, so much so that Mattie has turned down promotions that would have offered more pay. "I need to be with the kids," she explained. "I like to think I have a hand in their upbringing."

For Mattie, the rewards of being a direct support professional are significant. "When you hear a child who is nonverbal call your name, that's a rush." She relishes their achievements as she does those of her own teenaged son, whom she is raising as a single parent.

"It's a family," said Mattie, who often takes the kids to her son's basketball games. "I want them to laugh and be happy. These kids deserve the chance to live like any other child."



You can also feel good knowing that your values are reflected in The Network's commitment to corporate citizenship.

Giving back to the communities in which we work is a priority, from financial support of nonprofit organizations to community service activities.

As a leader in community-based care, we are passionate about doing our part to create healthy, safe and vibrant neighborhoods for all people.

Binh Quan
Assistant Controller
Boston, Massachusetts

Binh Quan traveled the well-worn path of economics majors: work at a major bank followed by a master's degree in accounting followed by several years at a leading accounting firm. But something was nagging him.

"I always wanted to put more meaning in my job," he explained. "The mission of what we do really attracted me to The MENTOR Network."

Binh soon learned that mission doesn't mean operating in second gear. He arrived as The Network's general ledger manager in 2001, just in time for a major financial transaction and the beginning of a period of explosive growth.

"We're always growing, refinancing, implementing new systems," he explained. "If you're looking for the opportunity to learn new things and grow with a company, that's what we offer. You don't just come in and do the same things every day."

The Network's career ladder also attracted Binh, who was promoted to assistant controller, a position in which he helps manage the accounting group's day-to-day operations.

"People are willing to listen to what you have to say," he explained. "You'll always have the chance to shine."





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The **MENTOR Network** offers a diverse array of human services throughout the United States. For further information about what we do in your area – and the career opportunities available there – please visit our web site at www.thementornetwork.com. You'll find job postings and an application in the Careers section.

Thank you for your interest!

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