



We're the people who make life better.

Aegis Living's Employee First "Annual Meeting"

SEATTLE, WA (January 23, 2012) – Imagine an annual corporate meeting that solely seeks to enlighten and transform the individuals attending. Under the vision of Chairman and CEO of Aegis Living, Dwayne Clark, that is exactly what took place at EPIC, an annual meeting for Aegis senior management that was held at the Grand Hyatt Hotel in Seattle on January 23rd, 24th and 25th. Aegis Living is a national leader in retirement and assisted living, and memory care communities.

EPIC surprised the leadership team with a host of inspirational speakers and celebrities. This year's attendees experienced messages of perseverance, resilience, overcoming life's obstacles and finding courage despite fear from Aron Ralston, Wavy Gravy, Eric Plantenberg, Jerry West, Susan Sarandon, Jeanette Walls, W. Mitchell and Diane Keaton.

The meeting is raw, emotional and spiritual. Through a combination of outstanding speakers and a team building workshop, the three-day event was all about the attendees and how they can better fulfill themselves. The 100+ people who attended EPIC are responsible for taking the message back to the remaining 1900+ Aegis employees who couldn't attend.

Clark states, "I am committed to investing in our leadership team. Last year we had six speakers who changed lives by sharing their own personal stories and perspectives." Last year at EPIC, speakers and entertainers included Marianne Williamson, Jamie Catto, Ted Kennedy Jr., Carlos Santana and Harry Belafonte.

"This is a major investment, but I believe it is our people and our culture that has driven our company to thrive," said Clark. "At EPIC, we don't spend time discussing business; instead we turn the meeting around and focus on our staff. I believe it is the strength of our values and our culture that has differentiated us throughout the recent economic downturn and resulted in our continued business success."

"Over the years, we have grown to a \$100 million company while staying true to our mission. Our mission: We are universally committed to making a difference for every senior we serve. We are committed to knowing and caring for our residents so well that they see us as their second family. The result: Aegis is one of America's best senior living companies," states Clark.

Clark fundamentally believes that in order to take care of others, you must first take care of yourself – that is the message at EPIC. "I am privileged to have the opportunity to give something meaningful and truly out of the ordinary to my devoted staff," states Clark. In return, management at Aegis has

created an environment where employees know they are cared for. Aegis Living has earned the distinction of having the lowest staff turnover rate in the industry and has a great reputation as a place to work.

Clark knows his meeting champions the company's mission and culture. He seeks to spread this innovative methodology and would like to see more companies adopt this soulful approach to honoring its employees.

Terry Ervin, regional vice president for Aegis Living comments on his experience, "Whether it is identifying the power of saying thank you, encouraging those around you to envision their dreams and go after them or simply looking at we want to accomplish in life and how we can begin accomplishing it – each year EPIC challenges me and my staff to get out of the normal day-to-day busyness of life and to look at things through a new set of lenses."

About Aegis Living

Aegis Living is a national leader in retirement and assisted living, and memory care communities. Aegis offers a progressive selection of senior residences to meet the growing needs of today's aging population.

Providing the finest in senior lifestyle and living options, "We're the people who make life better." Aegis Living emphasizes health, quality of life, wellbeing and community. Aegis Living is guided by a simple philosophy: We are universally committed to making a difference for every senior we serve.

Founded in 1997 and headquartered in Redmond, Washington, Aegis Living is privately-held and operates 35 communities in Washington, California and Nevada.

Additional information about Aegis Living and its services are available at www.AegisLiving.com. Follow Aegis on Twitter, @aegisliving and Facebook at www.Facebook.com/AegisLiving.

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