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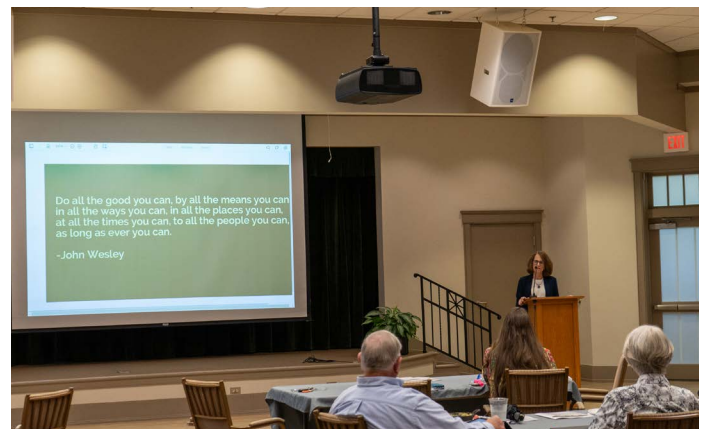
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**LeadingAge President
Visits Givens
Communities Board**

On July 25, Katie Smith Sloan, President and CEO of LeadingAge, made a compelling presentation to the Board of Directors of Givens Communities about trends, challenges, commonality, and future goals in senior living.



LeadingAge President Katie Smith Sloan

LeadingAge is the national association of nonprofit providers of aging services and other mission-driven organizations serving older adults. Sloan has been in leadership positions with the organization since 2002, and President and CEO since 2016. She is internationally recognized as an advocate and thought leader on long-term services and support. Speaking to the Board of Directors, Sloan discussed key issues facing the



nonprofit senior living field, including workforce challenges, financing, quality, and connecting housing and home and community-based services. As the amount of nonprofit senior living providers shrink and the need for our services grows, we need to band together, said Sloan. When times are easy, there is plenty to go around. Senior Living providers can go it alone. But in a world of scarcity, interconnection and mutual aid become critical for survival. Future

success increasingly hinges on working together.

Demographics are a given, so senior living care should prepare for generational and expectation changes. There are 10,000 baby boomers turning 65 each day and the population that is 80 years old or more is increasing by 113% from 2020 to 2040. Included with these demographic shifts, we are also faced with workforce challenges of all jobs and titles with a projected shortfall of more than 78,000 register nurses in senior living by 2025.

To accommodate this change, we must examine new models of care, work habits and new sources for caregivers. There are opportunities in senior living and a time for leadership. As the guardians of values tasked with addressing unmet needs, Sloan stated that our responsibility is to identify problems, foster innovation, build trust, care for those in need, and promote social change.

**Do all the good you can,
by all the means you can,
in all the ways you can,
in all the places you can,
at all the times you can,
to all the people you can,
as long as you ever can.
-John Wesley**

Kevin Schwab
Chief Executive Officer
Givens Communities

Givens Presents Asheville Symphony

The Asheville Symphony season will once again kick off with its fourth annual Symphony in the Park pops concert, presented by Givens Communities. The free community concert will take place in downtown Asheville's Pack Square Park, on September 7.

Audience members will enjoy songs from classical to pop hits. Featuring works by Rossini, Strauss, Bizet, as well as music from Dune and Superman, alongside Queen and Broadway hits, this concert is perfect for the whole family. The Asheville Symphony was formed in 1960 by a group of volunteer musicians, its early concertos filling the halls of local churches and school auditoriums. Asheville's arts-focused community — home to generations of writers, musicians and artists — has sustained the Asheville Symphony for nearly 60 years, embracing the orchestra's endless creativity, artistic expression and collaborative explorations.



Philanthropy Director of Annual Giving On Board

Jason Lewkowicz is the new Director of Annual Giving in the Philanthropy Department, starting on July 1.

A native of Shelby, North Carolina, Jason comes to us after spending 24 years in higher education as a coach and administrator. A two-time graduate of Appalachian State University, he holds a bachelor's in history and a master's in Higher Education-Administration.

"I am excited to join the Philanthropy team at Givens and to contribute to all the



amazing and important work that is happening," Jason said.

Most recently, he completed a nine-year run as Director of Cross Country and Track & Field at Montreat College, with added responsibilities as the Senior Associate Athletic Director for his final two years.

Jason continues to coach a few individual athletes and was recently at the 2024 U.S.A. Olympic Trials in Eugene, Oregon where one of his professional athletes was competing.

Jason and his wife Wendy just celebrated their 22nd anniversary and have four sons, Noah, 20, Eli, 17, Asher, 15, and Miles, 11. Wendy is a Realtor for Nest Realty in Asheville and serves as a track coach at Owen High School.

MemoryCare Relationship

MemoryCare, a nonprofit organization for comprehensive outpatient dementia care, has its physical location at Far Horizon Lane on the Givens Estates campus.

The nationally recognized program is an independent, community-based team of physicians, nurses, social workers and volunteers dedicated to one goal – helping individuals with Alzheimer’s Disease and other cognitive disorders live as fully as possible for as long as possible at home or in their preferred setting. So, what is the relationship with Givens? Givens Communities provides MemoryCare a physical location on the Givens estates campus. Givens also provides annual operational support. Each year, MemoryCare provides care for over 1,000 individuals affected by dementia and over 3,000 family caregivers, regardless of their ability to pay for services. “All of us at MemoryCare are grateful for Givens’ generosity in providing space on their campus for our independent nonprofit as part of their community outreach,” a MemoryCare spokesperson said. Learn more about MemoryCare at www.memorycare.org.

Facebook Page Update

Givens Highland Farms has a new Facebook page. This is part of our ongoing effort to improve our online presence and communication. You can access it by scanning the QR code below or visiting <https://www.facebook.com/LiveAtGivensHighlandFarms/>



Givens Highland Farms invites everyone to follow the social media platforms and stay updated on our news, events, and activities. We will also share useful information and resources related to senior living, health, and wellness.

The new Facebook page was facilitated because the previous page limited the ability to promote the wonderful things happening in our community, and we want to create a more interactive and engaging platform for you. The new Facebook page will allow us to post more frequently, respond to your comments and questions, and share more photos and videos of our beautiful campus and residents.

Library Celebrates 50 Years

The Givens Highland Farms Library opened in 1974 with a few donated books in a solitary small room with a handful of visitors, as the first residents had arrived only four months earlier. Today, celebrating 50 years of service and expansion, the library has more than 6,800 items, including more than 100 books written by residents, and caters to more than 400 regular patrons.

The earnest and humble beginnings gained momentum, including in 1980 with an active Library Committee, in 1982 the Residents Council started funding, and 2011 saw the expansion to the current three rooms. In 2017, the Library Committee implemented a computer program to manage the cataloging and circulation. The Residents Council provided financial support for many years, but when Givens Communities obtained Givens Highland Farms it started funding the library and other resident activities. In 2020, a Library Management Team was installed to replace the original Library Committee. More recent efforts include the Library2Go project, with resident volunteers taking carts of books and magazines to residents of the Givens Highland Farms Health Care Center and Prentice Lodge.



The Library Committee involves the entire community



These are most - but not all - of the dedicated volunteers who steer the library



A good book pairs well with a comfortable seat

Investing in Team Members

Givens Career Growth Program, a comprehensive performance strategy developed to support professional development of team members, has celebrated inaugural success and moves into the future.

“In the senior living field in the past, the avenues for professional growth and development have – far too often – been limited,” said Kevin Schwab, CEO of Givens Communities. “We, at Givens, recognize the need for career development. We recognize the immense potential within each of our team members and the critical impact they have on the lives of residents, each other, and the broader community. They are the heart and soul of Givens Communities, each and every day.



From left: Joey Abel, Keith Robinette, Melinda Wilson, Nick Brennan and Renee Davis



From left: Danielle Stringer, David Hock, Ellen Maddock, Keith Robinette, Elisabeth Garland, Dylan Lowery, Kim Wenger and Christine Wills

professional growth, lifelong learning and fulfillment of individual potential,” Schwab said. “That’s the triumph of our Career Growth Program, by providing those opportunities.” Key program components include individual sessions and project creation. Over 13 weeks, participants explore, plan, and achieve career objectives through skill enhancement, career satisfaction, and leadership development. Weekly coursework includes individual and group coaching sessions, workshops, and a structured timeline of activities.

“For me, it is incredible to work for an organization that truly lives by its Mission, Vision and Core Values. There is a strong belief in the continued growth of its team members,” said Keith Robinette, Givens Career Coach, who initiated and leads the program. “I am so proud of each one who participated. Everyone has the potential to be exactly who they want to be, and it is wonderful to witness the change in confidence and see each one begin to stand in their own power. Empowering lives is what it is all about and I am honored to be a part of the journey.”

Watershed Eco-Responsibility

Givens Estates first hired Robinson Design Engineers – RDE – in 2008 to help improve watershed management, with collaborative efforts between the grounds staff and the company leading to stormwater management along Aldersgate Circle and Wesley Drive, stormwater wetlands along Barrett Lane, and creek restoration near the trailhead at Serviceberry Circle.

In 2016, Givens was awarded a grant from the N.C. Land and Water Fund to support innovative stormwater

sediment pollution by 42%, preventing the harmful fine sediment from reaching Dingle Creek or the French Broad River. In fact, during a 5-inch rainstorm in 2019, the watershed improvements captured 4.5 tons of sediment.

This summer, five years after construction, Givens and RDE have partnered to monitor the creek once again. We are sampling stormwater in the creek to measure the ongoing reduction in sediment load to compare to the data from before and immediately following construction. Givens is funding 50% of the research work, and RDE Labs—the branch of RDE dedicated to Research, Development, and Education is



Photo by Robinson Design Engineers

management efforts. In collaboration with RiverLink, Givens, RDE, and Miller Brothers Construction completed a series of watershed improvements for the creek that flows beneath Wesley Drive near the intersection with Barrett Lane. Before and after construction, RDE performed monitoring and analysis of the creek, which revealed that the project reduced

matching Givens contribution. The N.C. State Minerals Lab in downtown Asheville is also contributing free laboratory analysis of sediment samples. Monitoring stormwater flows will occur over a 6-month period. Healthy watersheds provide a wide range of ecosystem benefits, and as such, prove vital for our overall well-being.

Senior Housing Trends: Outlook for Future Demands

The U.S. Census Bureau projects that by 2030, 73 million baby boomers will be 65 years old, and 34 million older adults will be 70 years old. According to the National Institutes of Health, those 85 and older are the fastest-growing portion of the U.S. population.

Which correlates to the senior living industry needing to develop continuing care retirement communities by some estimates at least three times faster than the current rate.

To put into further context, 2030 is a mere six years away and already the average occupancy rate nationally has ticked up in the second quarter of this year, approaching levels last seen in 2020.

That's according to the latest occupancy report from NIC MAP Vision, a trusted, single source for senior housing research, data, and analysis.

For Givens Communities, the future is one of promise and opportunity – because of diligent planning. The growth of our nonprofit is the result of the vision of the Board of Directors, residents, resident leadership, and staff leadership. This nonprofit is well positioned to serve future residents as we adapt and meet the needs of Western North Carolina, and its shifting demographics and evolving consumer preferences.

Summary of Updated Firearm Policy

Recently, the Safety and Security Department at Givens Communities enacted an updated Firearm Possession and Ownership Policy, requiring all potential new residents to sign a compliance document along with their residency agreement.

Due to state and federal regulations, possession and storage of firearms will be limited to Independent Living residents.

“The safety of community members will always come first, and Givens Communities reserves the right at any time to disallow firearm storage on campus,” said Kirsten Cone, Executive Director of Givens Estates.

“Requirements include those firearms be unloaded and stored in a locked weapons case, and at that ammunition is stored in a locked container that is separate from the firearm.”



Farms and Community Garden

The success of Givens Highland Farms community garden goes beyond bountiful harvests. The associated benefits of outdoor physical activity, social interaction and positive reinforcement from nurturing plants, there's the satisfaction of providing food for resident and neighbor dining.

In addition to the plants growing, so is the group tending them: Last year there were 16 gardeners. Today there are 23.

Plans for the Future

- Add 9 additional high raised beds.
- Build a long, narrow tool shed for long-handled tools.
- Redo the pathways for easier walking, including canes and walkers.
- Build a vertical strawberry bed that pickers can access.



Some of these projects are expensive and labor-intensive. Givens Highland Farms grounds crew lends tremendous assistance, but there's also a reliance on volunteer labor and the expertise of woodworkers, trail builders, landscape committees, gardeners, and anyone willing to lend a hand.

Grounds Supervisor Jason Carney and his crew have been terrific, organizers said. Chris "Cowboy" Pridgen and Chris Hall provided a garden shed. Chris Hall also built the high standing beds and a three-bin container to hold various mulches and the garden debris, that is faithfully removed by Donn Handy. Drew Carr and Dillon Hill are composting leaf mulch— "black gold"—and Tina Aiello has added plants in strategic places.



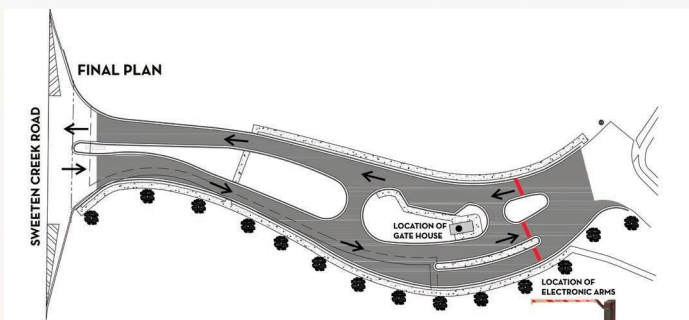
Welcome Center in Operation

Givens Estates' Welcome Center is now operational. Safety and security officers man gates and observe traffic flow as residents, visitors, team members, and vendors enter and exit campus.

Residents and team members with bar code decals on their vehicle will use the right lane for entry. If you are a resident



and team member in a vehicle without a bar code decal you must use the left lane (nearest the Welcome Center). The left lane has a name badge reader that can open the gate and an intercom system to request assistance from a security officer if you don't have your name badge. All others entering campus will utilize the left lane.



Giving the Gift of Life



Givens Highland Farms had a recent Blood Drive that was a huge success! Thanks to the incredible generosity of our community, we collected numerous donations that will make a significant impact and save lives.

A heartfelt thank you to everyone who participated, from first-time donors to our seasoned supporters. Your contributions truly make a difference and exemplify the strength and unity of our family. Together, we have shown the power of community and compassion.



Team Members Receive Commendations

The most recent Givens Performance Commendations go to:

- Teresa Foreman, LPN, for going above and beyond on every shift she works. Teresa is always asking if there is anything she can do to help out, taking an extra step whenever she is working.
- Myles Housley, Assistant Dining Director, for jumping in to take on building the scheduling program in PayCom for Independent Living dining staff and supporting hiring of new candidates.
- Melissa Mitchell, Environmental Service, who helped residents get set-up for meals and assist in dining experience.

Givens Performance Commendations are presented to team members who are consistent in meeting the requirements of their position, are in good standing and who go above and beyond in providing quality and exceptional service. Nominated individuals have, through their actions, demonstrated our core values.



Seeing the Future Through Reflection

Givens Communities and its campuses, programs and services offer rich and meaningful experiences that empower and enrich lives throughout the region. These outcomes are the result of visionary leadership, a culture of service and giving back, and maintaining our core values.



We promote inclusion. We maintain partnerships and provide outreach. We are collaborative and receptive to new ideas that are beneficial to others. All of which contribute to our organization's achievements and leadership status. For the future, we are on a path forward with mutual respect and support and aspire to be a source of inspiration for one another. Thank you!

In Memoriam: Greg Hutchins, Longtime Givens Board Member

Gregory D. Hutchins, an honorary lifetime board member and former board chair of Givens Communities, passed away from ALS on July 6.

The 62-year-old attorney was known for his civic engagement and community service, including being a prominent figure in scouting and a pillar of Trinity United Methodist Church in West Asheville.

“Greg’s foresight and guidance helped bring us to where we are today as a dedicated, compassionate senior living organization,” said Kevin Schwab, CEO of Givens Communities. “His contributions to Givens are yet another part of an incredible legacy of giving, helping and serving the world around him.”



Greg joined the Givens board in July 1996 and served as chair from 2013 to 2016. He was made an honorary life member this past April in recognition of his many years of exemplary service and numerous contributions.

A partner with Roberts & Stevens Attorneys at Law, he was a mentor to young attorneys, served as firm president from 2013 through 2023 and was recently recognized by the Buncombe County Bar Association for his dedication to the legal profession.

Hutchins is survived by his wife, Nancy; children (and spouses): Nathan (Drew), Laura Elizabeth (Taylor), Jeff (Sam), Neal, and Emma Grace, as well as grandchildren; Cole Warren, Callahan Gregory, and his sisters, Leslee Sprague (Peter), Andrea Hunnicutt, and several beloved nieces and nephews.



Team Member Anniversaries

Givens Communities celebrates the work anniversaries of everyone who joined our team during the months of July, August and September and combined have contributed almost 900 years of service.

Name	Campus	Start Date	Service
Jones, Thelma J	Givens Communities	07/09/2002	22 years
Priester, Kristin N	Givens Highland Farms	07/02/2006	18 years
Grunder, Christian R	Givens Communities	07/18/2007	17 years
Peek, Rodney	Givens Estates	07/25/2007	17 years
Tobe, Delores S	Givens Estates	07/01/2009	15 years
Provine, Richard A	Givens Estates	07/01/2010	14 years
Hinman, Ryan T	Givens Estates	07/19/2011	13 years
Garland, Elisabeth L	Givens Estates	07/25/2011	13 years
Wilkins, Sandra F	Givens Highland Farms	07/14/2015	9 years
Brennan, Nicholas S	Givens Highland Farms	07/21/2015	9 years
Mitchell, Melissa R	The Givens Estates	07/22/2015	9 years
Shinkle, Summer R	Givens Highland Farms	07/29/2015	9 years
Robinson, Reagan	The Givens Estates	07/06/2016	8 years
Becker, Kerri	Givens Communities	07/26/2017	7 years
Byrd, Ariana G	Givens Highland Farms	07/16/2018	6 years
Dimsdale, Angela	Givens Communities	07/25/2018	6 years
Combs, Annie	Givens Highland Farms	07/22/2020	4 years
Olsen, Liz	Givens Estates	07/22/2020	4 years
Currie, Allison	Givens Estates	07/29/2020	4 years
Botelho, Ronette	Givens Communities	07/07/2021	3 years
Wenger, Kim	The Givens Estates	07/07/2021	3 years
Caro, Leanna R	Givens Highland Farms	07/28/2021	3 years
Talmadge, Abby L	Givens Estates	07/05/2022	2 years
Gilliam, Amanda	Givens Estates	07/06/2022	2 years
Smail, Andra M	Givens Communities	07/06/2022	2 years
Kennedy, Rachel	Givens Estates	07/13/2022	2 years
Dotson, Daryl	Givens Estates	07/18/2022	2 years
Holcombe, Cameo S	Givens Highland Farms	07/20/2022	2 years
Cantrell, Geoffrey	Givens Communities	07/25/2022	2 years
Rogers, Danielle	Givens Highland Farms	07/27/2022	2 years
Talley, Wade	The Givens Estates	07/27/2022	2 years
Chaplin, Kay	Givens Highland Farms	07/05/2023	1 year
Moreno, Antoni	Givens Highland Farms	07/10/2023	1 year
Cheatham, Donna	Givens Estates	07/12/2023	1 year
Hartle, Michelle	Givens Estates	07/12/2023	1 year
Nedlic, Nedleen	Givens Estates	07/12/2023	1 year
Pryor, Cary	Givens Estates	07/12/2023	1 year

Name	Campus	Start Date	Service
Cohen, Mitchell	Givens Estates	07/19/2023	1 year
Francis, Joshua	Givens Highland Farms	07/19/2023	1 year
Blue, Dadrian E	Givens Estates	07/26/2023	1 year
King, Heavyn	Givens Estates	07/26/2023	1 year
Weinhagen, Savanna	Givens Estates	07/26/2023	1 year

August 2024

Squires, Allen D	Givens Communities	08/01/1995	29 years
Harmon, Jimmy D	Givens Highland Farms	08/04/1999	25 years
Yakovchuk, Viktoriya	Givens Estates	08/19/1999	25 years
Adams, Mary J	Givens Highland Farms	08/20/2004	20 years
Barnes, Martha H	Givens Estates	08/19/2009	15 years
Campbell, Kaitlin M	Givens Estates	08/17/2010	14 years
Handy, Donn A	Givens Highland Farms	08/25/2010	14 years
Lang, Leslie A	Givens Communities	08/03/2011	13 years
Ingle, Michelle R	Givens Communities	08/06/2012	12 years
Thayer, Michelle A	Givens Highland Farms	08/21/2013	11 years
Foor, Ricky	Givens Communities	08/20/2014	10 years
Hoyle, Dixie	Givens Highland Farms	08/09/2017	7 years
Herron, Mary N	Givens Estates	08/16/2017	7 years
Roberts, Lasmine Z	Givens Estates	08/16/2017	7 years
Heavlin, Rachel A	Givens Estates	08/20/2017	7 years
Marshall, Dawn	Givens Highland Farms	08/30/2017	7 years
Martin, Cindy	Givens Highland Farms	08/30/2017	7 years
Barrera, Susana	Givens Estates	08/01/2018	6 years
Stanton, Linda J	Givens Communities	08/01/2018	6 years
Mullis, Wade R	Givens Highland Farms	08/08/2018	6 years
Hernandezbonilla, Alba C	Givens Estates	08/07/2019	5 years
Rogers, Lisa A	Givens Affordables	08/07/2019	5 years
Calzada, Ernesto C	Givens Estates	08/28/2019	5 years
Ebelhar, Patricia A	Givens Estates	08/28/2019	5 years
Brendle, Alyssa D	Givens Highland Farms	08/02/2021	3 years
Harkrider, Laura M	Givens Estates	08/04/2021	3 years
Sharpe, Jill	Givens Estates	08/04/2021	3 years
Hamilton, Andrea G	Givens Estates	08/11/2021	3 years
Lindfors, Joann	Givens Estates	08/11/2021	3 years
Schwab, Kevin C	Givens Communities	08/30/2021	3 years
Hoke, Kris	Givens Highland Farms	08/08/2022	2 years
Bailey, J-L	Givens Estates	08/10/2022	2 years
Landers, Melissa G	Givens Highland Farms	08/10/2022	2 years
Cox, Heather L	Givens Estates	08/17/2022	2 years
Lewis, Christopher A	Givens Highland Farms	08/17/2022	2 years

Name	Campus	Start Date	Service
Bain, Evan	Givens Affordables	08/24/2022	2 years
Weiss, Blaine M	Givens Affordables	08/26/2022	2 years
Bradley, Chrystal	Givens Estates	08/31/2022	2 years
Cole, Bobbi Jo N	Givens Communities	08/31/2022	2 years
Gonzalez, Nick	Givens Highland Farms	08/31/2022	2 years
Smith, Jeff	Givens Estates	08/31/2022	2 years
Williams, Elizabeth	Givens Estates	08/31/2022	2 years
Honey, Bridget	Givens Estates	08/02/2023	1 year
Knopf, Eric	Givens Estates	08/02/2023	1 year
Middledorf, Summer	Givens Estates	08/02/2023	1 year
Siburt, Jamie Givens	Highland Farms	08/02/2023	1 year
Solomon, Shanice N	Givens Estates	08/02/2023	1 year
Chiles, Darrell	Givens Estates	08/09/2023	1 year
Chitour, Malek	Givens Estates	08/09/2023	1 year
Smith, Bailey	Givens Estates	08/09/2023	1 year
Frierson, Sandra	Givens Communities	08/16/2023	1 year
Mcdonnell, Brady	Givens Estates	08/16/2023	1 year
Ulrich, Joan	Givens Highland Farms	08/16/2023	1 year
Bailey, Amanda	Givens Estates	08/23/2023	1 year
Pullium, Melissa	Givens Highland Farms	08/23/2023	1 year
Taidrik, Philomena	Givens Estates	08/23/2023	1 year
Marsiglia, Brooke	Givens Estates	08/24/2023	1 year
Reddick, Genevieve Shea	Givens Highland Farms	08/29/2023	1 year
Brown, Sally	Givens Estates	08/30/2023	1 year
Minardi, Michelina	Givens Estates	08/30/2023	1 year
Sweet, Clara	The Givens Estates	08/30/2023	1 year
Herman, Kathryn G	Givens Communities	08/30/2023	1 year
Styles, Grace	Givens Communities	08/31/2023	1 year

September 2024

Phillips, Angie	Givens Highland Farms	09/30/1986	37 years
Miller, Keisha R	Givens Estates	09/11/1996	27 years
Pippin, Kelly L	Givens Estates	09/22/1997	27 years
Payton, Lana R	Givens Communities	09/18/2002	22 years
Borne, Julie R	Givens Communities	09/01/2004	20 years
Smith, David	Givens Communities	09/26/2005	19 years
Massey, Rita L	Givens Communities	09/18/2006	18 years
Buddy, Brooks W	Givens Estates	09/05/2012	12 years
Rollins, Brittany N	Givens Highland Farms	09/17/2013	11 years
Jacobs, Whitney S	Givens Estates	09/25/2013	11 years
Penley, Glenda	Givens Estates	09/02/2015	9 years
Holland, Holly A	Givens Highland Farms	09/28/2016	8 years
Claytor, Hope M	Givens Communities	09/20/2017	7 years
Ledbetter, Leah	Givens Estates	09/20/2017	7 years
Wolfe, Melissa	Givens Highland Farms	09/20/2017	7 years

Name	Campus	Start Date	Service
Vaz, Marli T	Givens Estates	09/12/2018	6 years
Carney, Jason R	Givens Highland Farms	09/02/2019	5 years
Woods, Nathan O	Givens Estates	09/11/2019	5 years
Davila, Susan	Givens Highland Farms	09/27/2019	5 years
Babin, Lydia C	Givens Highland Farms	09/16/2020	4 years
Lenhart, Shenandoah	Givens Estates	09/30/2020	4 years
Brown, Alan	Givens Estates	09/01/2021	3 years
Mcdowell, Karla M	Givens Estates	09/01/2021	3 years
Stringer, Danielle N	Givens Estates	09/01/2021	3 years
Suttle, Jewel	Givens Affordables	09/01/2021	3 years
Mansfield, Orion T	Givens Estates	09/08/2021	3 years
White, Ida S	Givens Estates	09/08/2021	3 years
Wills, Christine L	Givens Communities	09/08/2021	3 years
Cutchens, Rhonda C	Givens Estates	09/15/2021	3 years
Mills, Tresslyn M	Givens Estates	09/15/2021	3 years
Lowman, Barry D	Givens Estates	09/29/2021	3 years
Ledford, Caitlyn L	Givens Highland Farms	09/02/2022	2 years
Diprima, Maria	Givens Estates	09/14/2022	2 years
Solomon, Nettie	Givens Highland Farms	09/19/2022	2 years
Bailey, Scott	Givens Estates	09/21/2022	2 years
Buckley, Tiffany	Givens Estates	09/20/2023	1 year
Byrd, Joseph	Givens Estates	09/20/2023	1 year
Christian, Stephanie	Givens Highland Farms	09/20/2023	1 year
Emerson, Misty	Givens Highland Farms	09/20/2023	1 year
Smith, Connor	Givens Estates	09/20/2023	1 year
Stafford, Kay H	Givens Highland Farms	09/20/2023	1 year
Kooles, Haley P	Givens Estates	09/20/2023	1 year
Whiting, Robert	Givens Estates	09/27/2023	1 year

