



DEMAND FOR LABOR

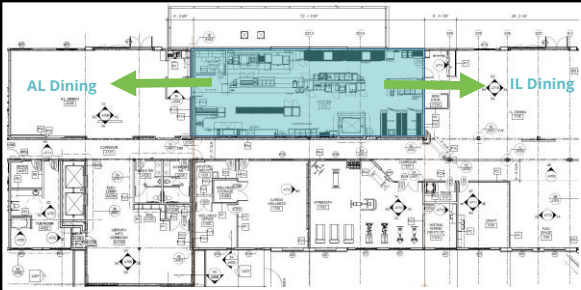
Occupation	Number of New Jobs (Projected 2014-2024)	2018 Median Pay
Personal Care Aides	455,100	\$21,920
Registered Nurses	439,300	\$68,450
Home health aides	348,400	\$22,600
Combined food prep and serving workers	343,500	\$19,440
Retail salespersons	314,200	\$22,680
Nursing Assistants	262,000	\$26,590

In a number of markets, staff earned income is insufficient to secure quality housing in a reasonable proximity to the community.

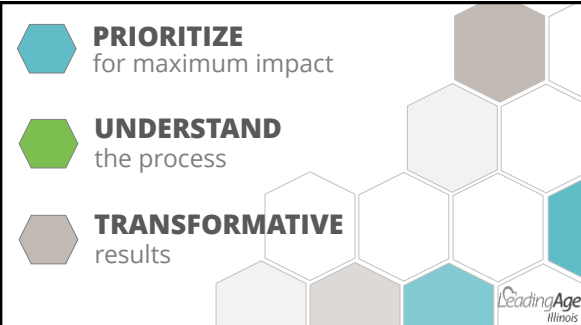
Source: US Bureau of Labor Statistics, BLS

Zingler

STAFF RETENTION



EFFICIENT WORKSPACES

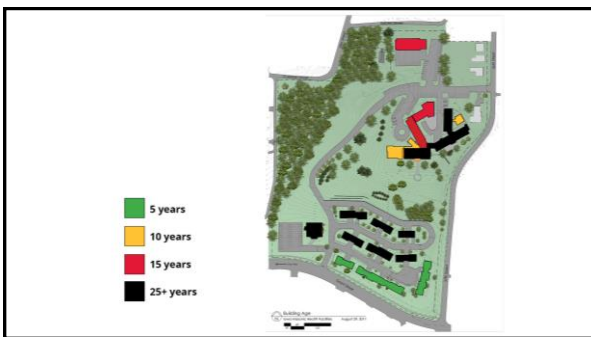


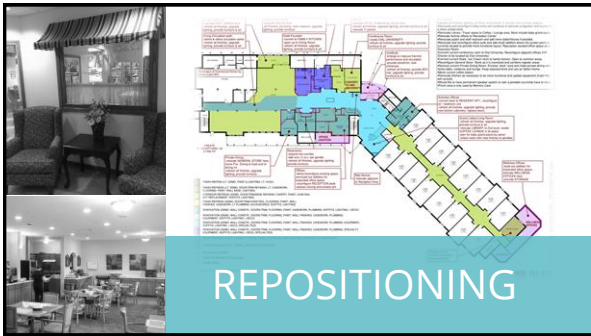
- PRIORITIZE**
for maximum impact
- UNDERSTAND**
the process
- TRANSFORMATIVE**
results

LeadingAge Illinois



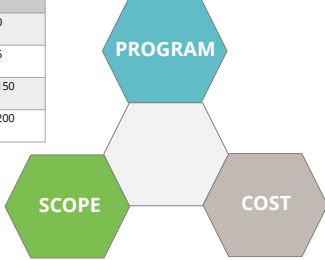






REPOSITIONING

Basic \$/SF Starting Points		
Refresh	Basic Finishes	\$25-\$50
Remodel	+Clg & Light	\$50-\$75
Renovate	+MEPPF	\$100-\$150
Gut Rehab	+Exterior	\$150-\$200



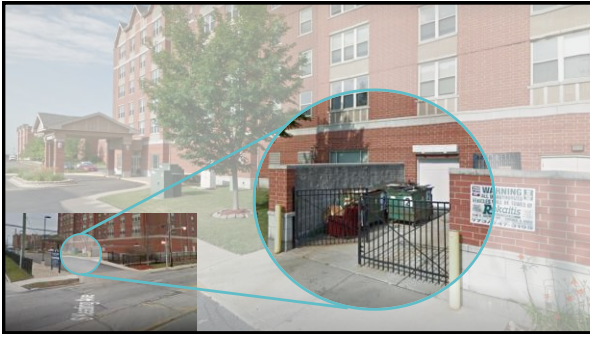
PROGRAM

SCOPE

COST



FIRST IMPRESSIONS













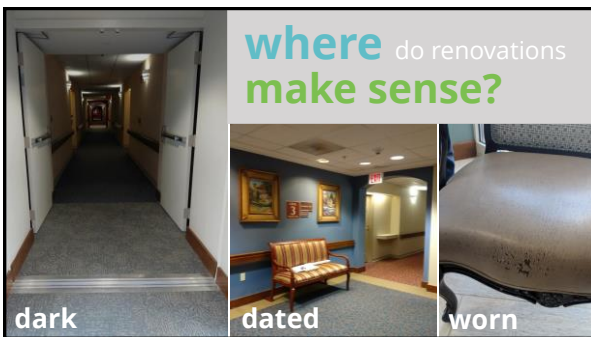






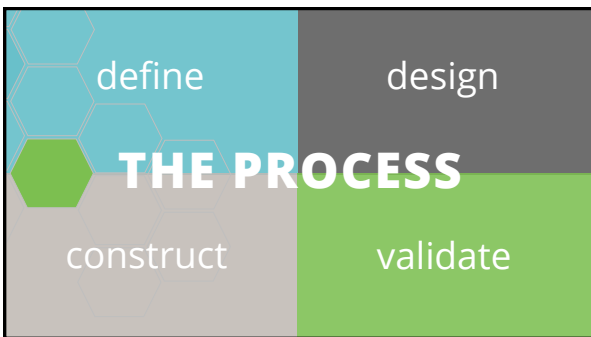














expectations 	deliverables	existing conditions
vs vs 1	<ul style="list-style-type: none">Space for "X" number of therapists to serve "X" number of clients/patients. 2	<ul style="list-style-type: none">Survey conditions so you know where you're startingPoke your head above the ceiling to see what's there 3

DEFINE

<ul style="list-style-type: none">Spaces (use /function)Square footagesAdjacenciesEquipmentFurnitureGrossing factors (circulation)Approved before pencil hits paper!Baseline to design PROGRAMMING	<table border="1"><thead><tr><th>Prog. Ref.</th><th>Room Name</th><th>15/06/16 (sq. ft.)</th><th>16/06/17 (sq. ft.)</th><th>Target (sq. ft.)</th></tr></thead><tbody><tr><td>001</td><td>Reception</td><td>150</td><td>150</td><td>150</td></tr><tr><td>002</td><td>Waiting Area</td><td>300</td><td>300</td><td>300</td></tr><tr><td>003</td><td>Exam Room 1</td><td>100</td><td>100</td><td>100</td></tr><tr><td>004</td><td>Exam Room 2</td><td>100</td><td>100</td><td>100</td></tr><tr><td>005</td><td>Exam Room 3</td><td>100</td><td>100</td><td>100</td></tr><tr><td>006</td><td>Exam Room 4</td><td>100</td><td>100</td><td>100</td></tr><tr><td>007</td><td>Exam Room 5</td><td>100</td><td>100</td><td>100</td></tr><tr><td>008</td><td>Exam Room 6</td><td>100</td><td>100</td><td>100</td></tr><tr><td>009</td><td>Exam Room 7</td><td>100</td><td>100</td><td>100</td></tr><tr><td>010</td><td>Exam Room 8</td><td>100</td><td>100</td><td>100</td></tr><tr><td>011</td><td>Exam Room 9</td><td>100</td><td>100</td><td>100</td></tr><tr><td>012</td><td>Exam 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<ul style="list-style-type: none">Will impact budgetAdequate design time - make changes here, not laterStart-Stop process = communication gaps & loss of understandingRealistic - It's a DELIBERATE processPermittingPhasing - detail is criticalFFE - Integrate!WeatherHolidays!! SCHEDULE	
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UNEXPECTED PROBLEMS






PHASING




<ul style="list-style-type: none"> • Update at EVERY Design Phase • Realize scope creep • Contingencies MUST be included <ul style="list-style-type: none"> • DESIGN: 10% at SD and reduce to 0% at 95% CD • BIDDING: 5% to 10% • CONSTRUCTION: 5% to 10% • Be Realistic • Phasing – Impacts Costs <ul style="list-style-type: none"> • Mobilization • How much pain can staff/residents endure? • OT for 2nd/3rd shift work 	<ul style="list-style-type: none"> • Permit & inspection fees • Technology / low voltage systems • FFE – Anything “loose” is part of the project! <ul style="list-style-type: none"> • Furniture • Window treatments • Artwork • Accessories • Professional consulting fees <ul style="list-style-type: none"> • Architects /Engineers • Legal / Financing
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BUDGET: HARD / SOFT COSTS

delivery methods <ul style="list-style-type: none"> • Design/Bid/Build <ul style="list-style-type: none"> • Straight forward projects • Negotiated Bid (GMP?) <ul style="list-style-type: none"> • Favored/Trusted Construction Partner • Construction Management <ul style="list-style-type: none"> • Complex/Large Renovation • Agent / At-Risk • Design / Build <ul style="list-style-type: none"> • New Construction /Prototypes 	contractor selection <ul style="list-style-type: none"> • Experienced (occupied buildings) • IDPH experience (SNF) • Diplomatic Superintendents • Responsive PM's
DELIVERY METHODS & CONTRACTORS	

stakeholders <ul style="list-style-type: none"> • Include ALL stakeholders and decision makers. 	definition <ul style="list-style-type: none"> • Review definition of project • Very quick concept & schematic options 	scope creep <ul style="list-style-type: none"> • Comes out of DESIGN contingency • Negative impact on budget • Additional design time • Construction schedule
1	2	3
DESIGN		

 lighting	 acoustics	 technology
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financing	contract	permits
		
1	2	3
CONSTRUCT		



VALIDATE




TRANSFORMATIVE
results

LeadingAge
Illinois



The Inn at Willow Falls

- New Ownership
- Existing Resident Population (IL, AL & ALMC)
- 4 story / 160,000 SF / 15 year-old building
- Desire to instill brand (image & amenities)



The Inn at Willow Falls

before

Latent defects (uncovered during survey & construction)

- Improperly constructed floor / ceiling fire rating
- Electrical panel (to elevator?)
- Stair structure (EFG)

Staff & residents removed from process


- IL residents are stakeholders!
 - IL corridor carpeting installed / removed / re-picked / installed again
- Recommunicated entire design process to staff
 - Modifications made to accommodate



before




after renovation



Monarch Landing

- New Ownership
- Existing Resident Population (CCRC)
- IL Town Center: 10 year-old building
- Desire to Expand Program, Update Image & Amenities
 - The Springs ALMC
 - Millstone Restaurant
 - Riverside Cafe







Monarch Landing

1

Constructed The Springs

- AL-MC & SNF
- Perkins Eastman Architects
- Rounded out program offerings
- STS Rehab was good revenue source



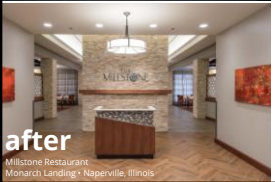


Monarch Landing

2

Renovate Millstone Restaurant

- Consumer programming/design expectations
- Dining hall to restaurant
 - Intimate feel
 - Maintain multipurpose functionality
- Taking main dining room offline
- Ceiling insulation issues
- BLDD Architects, Inc.



Millstone Restaurant
Monarch Landing • Naperville, Illinois









before

Monarch Landing

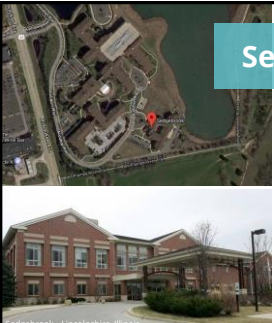
3 Renovate Riverfront Cafe

- The casual choice
- Consumer programming/design expectations
- Cafeteria to bistro / pub
- Incorporate functional flexibility
- Taking second dining space offline
- Anticipating similar ceiling insulation issues
- BLDD Architects, Inc.

Riverfront Cafe
Monarch Landing • Naperville, Illinois



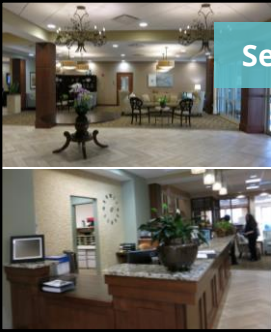
Riverfront Cafe
Monarch Landing • Naperville, Illinois



Sedgebrook

- New ownership (former Erickson Community)
- Existing resident population (CCRC)
- IL town center: 10 year-old building
- Desire to update image & amenities
 - Entry lobby
 - Harvest Bistro
 - Commons
 - Salon
 - Resident building corridors

Sedgebrook • Lincolnshire, Illinois



Sedgebrook

1 Renovated Lobby

- Spellman Brady & Company
- Signature entrance – first impression!
- Coffee talk spot
 - Morning news & conversation
 - Television & coffee bar
 - Lots of activity at the entry



Sedgebrook

2 Renovated Cafeteria: Harvest Bistro

- Consumer programming / design expectations
- Cafeteria to bistro / pub
- Incorporate functional flexibility
- Taking secondary dining space offline – One Phase



before

Cafeteria
Sedgebrook • Lincolnshire, Illinois



