Mission: Provide excellent health care by promoting wellness and healing through trusting relationships.

Vision: To be the regional center of excellence in health and wellness.

Wrapping Up a Successful 2018

As I look back at all of our accomplishments in 2018, I cannot help but give thanks for the wonderful people that make up the family of Good Samaritan. Every day we hear stories about incredible things that each of you do to make life just a little better for a patient, a family member or a co-worker. The amount of pride I feel when I come into work every day is unbelievable. I know we are making a positive difference in the lives of our community and I thank each and every one of you for your service every single day. Below are some examples of the incredible things that took place in 2018:

PATIENT SAFETY & QUALITY

Hospital Acquired Clostridium-Difficile (C-diff) Rate - Decreasing hospital-acquired infection (HAI) rates has been a focus for patient safety at Good Samaritan for many years. As we strive to meet our goals for “zero HAIs”; our efforts have included adding UV disinfection (Moonbeam) units to assist in the reduction of C-diff and other multi-drug resistant organisms. Implementation began in early June of 2018 and since that time we have had a significant drop in the number of hospital acquired C-diff. As of October 15, 2018, our last case of HA C-diff was July 23, 2018, that makes us 85 days strong and counting.

Other HAIs we are working on decreasing include Catheter-Associated Urinary Tract Infections (CAUTIs) and Central Line-Associated Blood Infections (CLABSIs). Both rates have declined from the first quarter and are continuing to trend downward. Great job to all who are involved!

Magnet Redesignation - The Magnet Program is a recognition of hospitals that provide excellent patient care and have excellent patient outcomes. The Magnet Program celebrates the leadership, structural empowerment, empirical outcomes, and innovation that nurses provide for his or her organization. It is a prestigious recognition that only 25 hospitals in Indiana and only 482 hospitals in the world have achieved. Good Samaritan is the FIRST hospital in Southern Indiana to receive a 3rd designation.

Stroke Bronze Quality Achievement Award - The American Heart Association recently recognized Good Samaritan’s commitment to quality stroke care. The hospital received the American Heart Association/American Stroke Association’s Get With The Guidelines® - Stroke Bronze Quality Achievement Award. The award recognizes the hospital’s commitment to ensuring stroke patients receive the most appropriate treatment according to nationally recognized, research-based guidelines based on the latest scientific evidence.

SIM Lab - The Collaborative Interprofessional Education Department debuted their new simulation lab this past September, thanks to a donation from the Auxiliary. Simulation in health care provides a safe learning environment to enhance competence among caregivers. Simulation promotes individual skill development and team dynamics with a focus on strengthening critical thinking. Utilizing simulation as a teaching strategy contributes to improving patient safety and promoting positive outcomes. Learners are given opportunities to experience scenarios and intervene in clinical situations. This is done in a safe, supervised setting, posing no risk to a real patient. Simulation scenarios can also be used in non-clinical areas to strengthen customer service or inter-department relations. If you would like to visit our Sim Lab, or you need assistance with creating educational opportunities for your department, please email us at NPDSStaff@gshvin.org or call extension 3313 for assistance.

Continued on Page 3
December’s Shining Star is Summer Holland

Summer Holland, Endoscopy Staff Coordinator, is the December Shining Star! Her nomination included four major attributes that she exhibited when her director was out for seven weeks on FMLA that contributed to her receiving the Shining Star Award:

Job Performance: Summer assumed total responsibility for the department. In addition to her routine duties, Summer stepped up to manage daily operations and was there to lend a hand when needed.

Positive Attitude and Professionalism: Two new employees started their Endoscopy careers during the seven week period. Summer oversaw the beginning of each employee's orientation, tracked their progress and completed the 30-day evaluations. Each of the new staff was, and they remain, very positive in their initial perceptions of the department and this team thanks to Summer's influence.

Critical Thinking and Decision-Making Skills: Summer, with the assistance of Chet Goff, coordinated the purchase of procedure equipment and transition of accessories from one company to another. Her diligence and attention to detail allowed a smooth conversion for staff and physicians.

Flexibility and Proactive Leadership: Summer maintained excellent communication with staff; held meetings with each group, (RN's and techs), to keep them informed of any changes in equipment, supplies, staffing, physician requests, etc.

The November DAISY Winner is Bailey Lannan

OB nurse, Bailey Lannan, is the November DAISY Award Winner for her compassionate care. At 19 weeks gestation, Bailey’s patient was diagnosed with placenta previa, a high-risk pregnancy. Throughout the rest of her pregnancy, the patient constantly worried about her baby and the possibility of a pre-term delivery or complicated c-section. When it came time for the scheduled c-section, the patient was a nervous wreck, but her fears were soon eased when she arrived to the OB unit with her husband and they were greeted by Bailey. Bailey prepped the mother-to-be for surgery, walked her to the OR, held her hand during the spinal epidural and answered every question that her patient had. During the surgery, Bailey even captured sweet moments of the baby being born. The patient’s anxiety was high once again after surgery when she had heard how much blood she had lost during the delivery. Bailey quickly stepped in and told her patient that everything was going to be just fine. After two blood transfusions, the new family was safe in recovery. From the moment the new parents walked through the OB doors, Bailey was with them every step of the way. She continued caring for mom and baby for the next four days while they were in the hospital. She greatly impacted the family’s birthing experience and helped create a positive, safe delivery for the new mom.

The November DAISY Award is bestowed upon a nurse who exemplifies the highest performance standards. Bailey, (center), is congratulated for receiving the November DAISY Award by her fellow OB co-workers; Karen Haak, Chief Nursing Officer; Amy Rumor, Labor and Delivery Nurse Manager; and Margie Suozzi, Director of Women’s, Children’s and Medical Nursing. Click HERE to see the presentation of Bailey’s award.
The patient experience feedback process went through a major change this year when Good Samaritan moved to a new patient experience partner, National Research Corporation (NRC) Health and a new surveying process. Those areas bound to the Consumer Assessment of Healthcare Providers & Systems (CAHPS) survey by government mandates saw a move away from a paper survey to a phone survey conducted by a live interviewer. NRC’s Real-time survey program was initiated for the remaining survey areas, resulting in several positive changes: a move to email and automated phone outreach for surveying, a reduction in the number of questions being asked of our patients (no more than 13 questions), and return of patient feedback within a few days of the patient visit. Good Samaritan also selected the Net Promoter Score® (NPS) as its key experience metric. The NPS® is a simple and singular metric that can be used to track customer loyalty and is based on the survey question “likelihood to recommend”.

2018 NPS scores reported nationally across all industries using this metric provide a favorable benchmark for Good Samaritan.

### Likelihood to Recommend

<table>
<thead>
<tr>
<th>Real Time Surveys - NPS</th>
<th>2018 YTD (3rd Q)</th>
<th>CAHPS - Percentile Rank</th>
<th>2018 YTD (3rd Q)</th>
</tr>
</thead>
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<tr>
<td>Emergency Services</td>
<td>44</td>
<td>Inpatient (HCAHPS)</td>
<td>66th %ile</td>
</tr>
<tr>
<td>Medical Practice</td>
<td>80</td>
<td>Ambulatory Surgery (OASCAHPS)</td>
<td>74th %ile</td>
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<tr>
<td>Outpatient</td>
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<tr>
<td>Inpatient Behavioral Health</td>
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<td></td>
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<tr>
<td>Inpatient Rehabilitation</td>
<td>Insufficient Data</td>
<td></td>
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</tr>
</tbody>
</table>

### TEAM

**Meet our new Physicians and Advanced Practice Providers we welcomed in 2018!**

**New Physicians**
- Peter Lipsy, MD - Apogee Hospitalist
- Johnathan Grant, DO - Pulmonology
- Benjamin Krasin, MD - Apogee Hospitalist
- John Pidgeon, MD - Part Time Neurology
- L. Abigail Qin-Nelson, DO - Interventional Cardiology
- Cassandra Lacher, DO - Oncology/Hematology
- Robert Ficalora, MD - Internal Medicine Residency Director
- Margaret Beliveau Ficalora, MD - Faculty/PAT
- Brian Gebhardt, MD - Radiation Oncology
- Oluwagbenga Serrano, MD - Gastroenterology
- Nick Rensing, MD - Orthopedic Surgery (Moonlighting)
- Lynna Titsworth, CRNA - Anesthesiology

**New Advanced Practice Providers**
- Cassandra Memering, FNP-C - Urology
- Kristina LeCrone, FNP-C - Family Medicine and Convenient Care Clinic
- Lucas Pittman, FNP-C - Psychiatry
- Britni Roark, AGACNP-BC - ScrubDoc Hospitalist
- Josette Clodfelter, FNP-C - ScrubDoc Hospitalist
- Amanda Dillon, AGACNP-BC - ScrubDoc Hospitalist
- Stephanie Lowrance, FNP-C - Vascular/Thoracic
- Jamie Frederick, FNP-C - Family Practice
- Meagan Keyes, FNP-C - Pediatric Hospitalist
- Kelsey Cummins, FNP-C - Palliative Care
- Amber Neeley, NP-C - Pediatrics
- Debra Painter, NP-C - Family Health Center
- Jennifer Hoyt, NP-C - Convenient Care Clinic
- Allyson Wehrheim, PA-C - Family Practice
- Lyna Titzworth, CRNA - Anesthesiology

### COMMUNITY

**Alliance for Healthier Indiana** - Good Samaritan partnered with the Indiana Hospital Association for their Alliance for a Healthier Indiana Road Show. The Road Show was created to educate the public and lawmakers, grow grassroots engagement around the state, increase local support, raise awareness of Indiana’s poor health rankings and share ideas about ways we can all work together to improve Hoosier health. The Alliance focused on four priority issues: tobacco use, opioid abuse, obesity and infant mortality. Good Samaritan participated in the Road Show that took place here in Vincennes on August 10. Speakers from Good Samaritan included: Rob McLin, President and CEO; Adam Thacker, Chief Operating Office of Physician Network; Kara Klemann, LCSW, LCAC, Samaritan Center; Tammy Howell, Certified Respiratory Therapist; and Jamie Dugan, Trauma Coordinator. For more information about the Alliance for a Healthier Indiana, visit their website by clicking HERE. You can also see photos of the Vincennes Road Show by visiting the Alliance for a Healthier Indiana Facebook page.

**Foundation Capital Campaign and Other Donations** - Our Foundation Department has been working diligently this past year, especially on their capital campaign, the Charles C. Hedde, MD Health Education Center, by raising more than $1 million dollars. They have also helped to provide necessary care items for both our hospital departments and our patients. The Foundation helped to purchase wheelchairs, walkers, bedside commodes, shower chairs, ankle braces, clothing, and infant and adult nebulizers. They also helped to fund moving and living expenses, transportation, home cleaning and pest control.

Training and education costs were provided for Occupational Therapists, Behavioral Health Staff, Nurses and Oncology. In addition, the Foundation purchased the Sentri 7 to monitor drug administration, AED devices, cell phone charging stations, the Moonbeam to aid in eliminating bacteria during room cleaning, and monitoring equipment to enhance images in the Breast Care Center. They also provided more than $32,000 in scholarships, assisted in the diabetes education program, certification and educational expenses for various departments, and legal fees to establish guardianship and find lost birth certificates.

These needs were met, and provided for, by our generous donors. You too, can help support the various causes of our patients, families, providers and each other by donating to Good Samaritan Foundation. Call the Foundation office at 812-885-3192 to learn more.

Continued on Page 4 and 5
COMMUNITY CONTINUED

**FQHC - Good Samaritan Family Health Center, Inc.** - The Health Center officially opened its doors on May 1, 2018. A Rural Health Clinic survey was conducted in October, and we are anxiously awaiting approval from Medicare and Medicaid. Upon receiving those approvals, our FQHC application will be submitted. Jennifer Emmons, Chief Executive Officer, along with her team have been working diligently to prepare the Health Center for a 2019 survey to achieve Federally Qualified Health Center Look-alike status. Starting on January 1, 2019, the Health Center will be staffed with three full-time Nurse Practitioners. Dr. Neeley will continue to see patients on Mondays, and Dr. Hinnensteel continues to serve as our Chief Medical Officer. We will be offering services to patients of all ages, targeting the underserved and uninsured population. Preventative dental services to our pediatric patients will be offered, and plans to provide behavioral health are underway.

**Wellness Programs** - The success of Community Health providing free screenings and education throughout our service area is outstanding. They have already provided more than 25,000 FREE screenings this year, including a recent free skin cancer screening conducted by Dr. Purdom. They continue to provide such additional services as flu vaccines and employer biometric screenings. This year, Community Health moved to a new location and joined forces with our Welch Diabetes Center. We anticipate great synergy with these two groups working together to bring expanded services to our community.

**STEWARDSHIP & GROWTH**

**Epic Growth** - 2018 was another great year of growth in our Epic environment. Advances were made in the financial space, with billing updates using Rev Cycle and Waystar for the CBO and CIPROMS in the ED. The Federally Qualified Health Center (FQHC) was activated while we wait for CMS to make the transition formal. Multiple updates completed to flowsheets, orders, etc to improve efficiency and quality of care to our patients. A system business review was completed on-site, by Epic staff highlighting many areas for improvement; which have been implemented. MyChart blitz was completed over the summer to increase our patient usage of this mobile application. All of our Epic Credentialed Trainers were certified as ‘Epic Proficient’ this year completing several months of intensive review and training. Additional work completed this year:

- New Interventional Radiology workflow
- Aria Interface with Epic (Rad Onc)
- Digital Conversion with Quest Orthopedics
- Televox import to Epic (GSPN)
- Sentri 7 Post op interface with Epic (Pharmacy/Infection Prevention)
- Narx Care (Providers)
- Data Ark Auto Invoke within Epic
- New department builds
- Room/Bed Changes for service level and patient classes

In 2019, Epic will be upgraded in February. Other upcoming projects include the Residency Department build, PFT integration for Respiratory Care, Medication Billing from OP to IP, and Olympus integration for Endoscopy – to name a few!

**IU Residency Consortium** - The residency program is part of the Southwest Indiana Graduate Medical Education Consortium. Good Samaritan is partnering with Memorial Hospital and Health Care Center in Jasper, Deaconess Health System in Evansville, and St. Vincent Hospital in Evansville. There are three programs: Internal Medicine, in which residents will be at Good Samaritan and St. Vincent; Psychiatry, in which residents will be at Good Samaritan, St. Vincent, and additional psychiatric clinics in and around Evansville; and Family Practice, in which residents will spend the majority of their time at Jasper Memorial.

In 2018, we welcomed Dr. Robert Ficalora, Internal Medicine Residency Program Director, and his wife, Dr. Margaret Beliveau Ficalora, to Good Samaritan. Their work, in partnership with Senior Leadership, Dr. Thomas-Fannin, Psychiatry Residency Program Director; and Carmon Onken, Psychiatry Residency Program Coordinator, has paved the way for our residency programs.

The Psychiatry Residency is a four year program that will begin in the summer of 2019. Good Samaritan invited 129 applicants to be interviewed. The group has completed 62 interviews so far and have 53 more scheduled.

Faculty recruitment is underway for the Internal Medicine Residency. This residency is a three year program that will begin in the summer of 2020 and have six residents per year. The program has completed its site visit with ACGME and are waiting to receive their approval.

**Employer-Based Clinics** - Good Samaritan continues to grow its Wellness Clinics and Occupational Health Services throughout the region. We’ve expanded our services in our Robinson, IL clinic and are now conducting extensive physical agility testing for employers, especially for the mining industry. We’ve also expanded our services with Hershey in Robinson by assisting in evaluations for physical requirements to be included in job descriptions for new hires and those on strict work restrictions. In addition, we have added an innovative on-site hearing assessment that is being offered to employers on a quarterly basis or as needed. Our two Toyota Boshoku America clinics continue to grow and prosper. We are now conducting on-site drug screens for potential new hires as well as beginning to assist in respiratory fit testing evaluations. Our Wellness Matters Clinic in Vincennes continues to strengthen it’s relationship with it’s contracted employers and will be welcoming a new nurse practitioner, Jennifer Hoyt, in December.

**Apogee/ScrubDoc Partnership** - Our hospitalist program now consists of partnerships with Apogee Physicians and ScrubDocs. Hospitalists are medical providers who specialize in inpatient medicine. Apogee will handle inpatient care during the day shift hours and ScrubDocs will see patients during the evening and night shifts.

**Direct Employer Contracts** - Good Samaritan has recently made agreements with local employers, Farbest and Alliance Coal, where as, our organization will be a preferred provider for all of their employees. These contracts not only bring more patients and revenue to Good Samaritan, but also benefit the employees of Farbest and Alliance Coal by: improving patient access to health services; strengthening preventive care, disease management, and lifestyle choices; reducing out-of-pocket costs; improving health outcomes; and ultimately, enhancing the health of their employees. With the success of these two direct employer contracts, Good Samaritan is working to expand our number of employer contracts in the future and hope to bring more on board in 2019.
Sports Performance Department - The Sports Performance Department has made some great strides this year. Members of the department have received 10 different certifications as a team over the course of the year as they continue to strive for excellence in the care they provide. In the last six months, the program has signed school contracts with North Knox and Rivet. The department has developed injury prevention based warm-ups and offers a strength and conditioning coach on-site with program development for all high school athletes. Also in the last six months, the group has performed 100 evaluations for sports injuries, and has sent them all back to sport! The department continues to grow with new endeavors with an upcoming weight loss challenge, throwing athlete performance camp, more school contracts, and being asked to participate in special talks for individual teams.

None of our achievements this past year would be possible without all of you! Please do not ever forget the impact each of you have on our patients and the community. Because of you, we are making a positive difference in their lives.

Have a Blessed Christmas and Happy New Year!

Wellness Salute

What healthy / lifestyle-related change(s) have you made?
I changed and started watching my diet. I also started walking for exercise.

What motivated you to make the change?
I was not happy with the results of my biometric testing and had gained some weight I wanted to lose.

Tip(s) for success / staying motivated?
Set small achievable goals. When you reach one goal, make another to strive for.

How have you incorporated this into your life (Ex. How do you find time, etc.)?
It is not always easy, but you just have to make the time.

How has it made you feel?
I have more energy and feel better overall.

Promotions

Patricia Nichole Ash – Patient Accounts – Patient Accounts Biller – TO – Patient Accounts – Provider Support Specialist

Christie Bullington – Food Service – Food Service Assistant – TO – Food Service – Food Service Cook

Meagan Keyes – OB/Labor & Delivery – Registry RN – TO – Hospitalists – Nurse Practitioner


Maranda Neely – GSH CCC Robinson – Occupational Health Nurse – TO – Surgical Unit – Staff Nurse

Heather Perry – Surgical Unit – Graduate Nurse Extern – TO – Surgical Unit – Staff Nurse

Nadia Ramirez – Food Service – Food Service Assistant – TO – Food Service – Food Service Clerk

Tim Schmidt – Purchasing – Inventory Attendant – TO – Pharmacy – Pharmacy Technician

Amanda Southworth – Medical/Surgical – Patient Care Technician – TO – Information Services – Service Desk Analyst

Melissa Stearley – PSI Administration – Operations Manager – TO – PSI Administration - Director

Rickie Steber – Intake – Intake Worker – TO – Willows – Community Resource Specialist

Macey Waggoner – Convenient Care Clinic – Patient Care Technician – TO – Convenient Care Clinic – Medical Assistant

Dustin Williams – LaSalle Behavioral Health – Psychiatric Nursing Technician – TO – Security – Security Officer
October New Hires

Clinical Decision Unit
    Bailey Walthall, Staff Nurse

Emergency Services
    Sandy Dyer, Staff Nurse
    Tess Hanson, Medical Scribe
    Alex Smith, Medical Scribe

Environmental Services
    Madison Bors, Environmental Service Assistant
    Misty Detty, Environmental Service Assistant
    Paul Fink, Environmental Service Assistant
    Jessica Hawkins, Environmental Service Assistant
    Chester Qualkenbush, Environmental Service Assistant
    Kayla Wells, Environmental Service Assistant

Food Service
    Selena Castillo, Food Service Assistant

FQHC Setup
    Kasey Dunn, Receptionist

Information Systems
    Arlene Gordon, Service Desk Analyst

Nursing Administration
    Rachelle Williams, Safety Assistant / Nurse Assistant

Patient Accounts
    Becky Ervin, Patient Accounts Representative
    Jamie Lane, Patient Accounts Representative
    Stormey Wiegman, Patient Accounts Biller

Pediatrics
    Jordan Gomez-Brown, Receptionist

PPM Dr. Bridges’ Office
    Shara Keen, Receptionist

PSI Gastroenterology
    Dr. Oluwagbenga Serrano, Physician

Security
    Alec Rutherford, Security Officer

Welch Diabetes Education Center
    Sarah Deitz, Diabetes Dietitian Educator

For Your Benefit

Applying for a Transfer?

- A transfer is the movement of an employee from one job or department to another. **In order to be eligible to transfer (according to the Housewide policy), an employee must be in their current role for a minimum of six months and meet the minimum qualifications/requirements of the job.**

- Employees may request a transfer / promotion **within their department** by completing an internal transfer request form or by discussing the position with their department director.

- Employees must submit an internal transfer request form online to transfer to **another department.**

- Paid Time Off (PTO) accruals are non-forfeited by a transfer of an employee. In the event that a transfer of an employee involves a reduction in the number of hours to be worked, all benefits will be adjusted accordingly.

- Employees are required to inform their current supervisor before attending an interview with another department.

- **Please ensure that transfer requests are updated for the specific job that you’re applying for and include any relevant experience and/or qualifications you have for the position.**

HR Specialist Tip: The HR Specialists often receive transfer requests that are not fully completed or updated and that can hinder your chances in receiving a transfer (tell us why you are the most qualified candidate for the job)! Even if you copy a previous transfer request, you must edit the new one to reflect the position that you are applying for. This also includes updating a résumé that is pasted into the transfer request form.
December Anniversaries

Kendra Williams ..................1
Mandy Roberts ....................1
Mindi Stimler .....................1
Courtney Bauer ...................1
Taylor Deatherage ................1
Tara Ellermann ...................1
Timothy Hale .....................1
Lauren Lasher .....................1
Kristina Wampler ................1
Laura Abell ........................1
Tara Sydow .......................1
Luke Sydow ........................1
Melissa Overton ..................2
Caryn Miller ......................2
Tammy Schultz ....................2
Mara McCrary .....................2
Stacey Coulter ....................2
Natalie Abner .....................2
Vanessa Heinz ....................2
Lisa Holder .......................2
Arielle Shidler ....................2
Sydney Hull .......................2
McKenna Bentrud ..................2
Thomas Cook ......................3
Robin Allen ........................3
Robert Risley .....................3
Lydia Wright .......................3
Cassi Fiscus .......................3
Amber Shimer .....................3
Carrie Horton .....................3
Amanda Mattingly ................3
Lindsey Griffin ...................3
Stephen Wissel ...................3
Angelita Taylor ...................3
Emily Query .......................4
Heather Christie ..................4
Nora Reed ..........................4
Cathy Rogers ......................5
Debra Hardwick ...................5
Heather Hunter ...................5
Sierra Snow .......................5
Amy Scafer .........................5
Velaria Wyant ........................6
Christina Mills ....................6
Amber Barker ......................6
Madelyn Taylor ....................6
Lisa Steel ...........................6
Erik Seyer ...........................6
Karen Haak .........................7
Kerri Pruitt ..........................7
Joyce Stoeelling ...................7
Mary Cleveland ....................8
Michelle Gosnell ..................8
Lesa Davis ...........................8
Kathleen Copp .....................8
Zoe Lukens ..........................8
Stephanie Petelle ..................8
Holly Cork ...........................8
Nancy Utta ...........................8
Tammy Wonning ....................8
Mary Goldsboro ...................8
Andrea Miller .......................8
Mischelle Luking ..................8
Belinda Devine Hinton ...........8
Laura Montgomery .................8
Mary Wagoner .....................8
Ashley Irvin .........................8
Cathy Mouzin ......................8
Barbara Berry ......................8
Dorothy Fish .......................8
James McCrany ...................8
Heide Goffner-Campbell ..........8
Nancy Decker ......................8
Kelly Crews ........................8
Michelle Grube ....................8
Melinda LeGout ....................8
Sheila Herman .....................8
Denise Obermeyer ................8
Lori Quinett .......................8
Cathi Smith ........................8
Diane Smith .......................8
Cynthia Stafford ...................8
Aaron Tyner .......................8
Karen Vankirk .....................8
Amanda Wampler ..................8
Deborah Price ......................8
Barbara Williamson ..............8
Denise Bridges ....................8
Laura Hazelman ...................8
Kary Polston .......................9
Susan Thompson ....................11
Julia Utt ............................12
Carol Boyer .......................12
Jane Fiscus ........................12
James Billman .....................13
Jenell Hay .........................14
Kendra Shaw .......................14
Abbie Davidson ...................14
Renee McGuain ....................14
Marlene Richardville .............15
Keith Monroe ......................16
Steven Harris ......................16
Diana Yockey .....................19
Jon Chamness .....................19
Denise Memering ................19
Emily Wilber ......................20
Charles Flick ......................20
Brook Strahle .....................22
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Christine Carie ....................25
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Gisela Fletcher ....................29
Scott Siwers .......................29
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Sharon Cooper .....................37
Tammy Howell .....................38
Linda Gainor ......................39
Cheryl Yochum ....................40
Cheryl Stoeiling ..................41
Norma Cardinal ...................41
Michelle Richardville ..........41

Physician Anniversaries
Nicolaus Winters, MD ..........3
Stephen Young, MD ..........3
Heather Ludwig-Akers, MD ...6

Santa and Mrs. Clause will be available at the event for photos from 5 to 7 p.m. This event is open to our current employees and their spouses/dependents (other guests welcome at regular price). Come by and enjoy the 1972 activities, take a picture with Santa and complete a craft! This event is FREE! Must show Employee ID badge and register at the door. Click HERE to complete the release form (required). Not sure about 1972? Click this link to view their attractions: https://www.1972kcarc.com/activities/
**Tis the Season! 12 Days of Holiday Health!**

**Day 1 - Prioritize!**
You can only cram so many activities into your calendar. Over-commitment can lead to stress, lack of sleep, unhealthy eating habits, and fatigue. Keep a calendar of your dates and activities and learn to say NO if it causes more stress than it’s worth.

**Day 2 - Stay Hydrated**
Drink lots of water. Many people mistake thirst for hunger and a large glass of water can often satisfy without food. In addition, keeping your body hydrated will have a direct impact on the health of your skin! Avoid pop, alcohol and other beverages with added sugar.

**Day 3 - Have a Healthy Breakfast**
Starting your day with a breakfast that includes protein (like eggs, yogurt, and peanut butter or turkey sausage) helps fuel your body right off the bat and stave hunger pangs before it’s time for lunch.

**Day 4 - Budgeting for the Holidays**
Your mission, should you choose to accept it is to avoid financial meltdown this holiday season. Make a list and stick to it! Don’t wander the aisles to avoid impulse purchases, put a price limit on gifts, be creative and make gifts or offer coupons for time together. The holiday season should be remembered as precious memories not financial ruin.

**Day 5 - Take “Me Time”**
Carve out a bit of time each day for you. Do something that relaxes you and helps de-stress. Not only will you feel better, but your focus will be better too!

**Day 6 - Laugh: Be Silly!**
Watch a funny movie or YouTube video, play interactive games like charades. Laughter does wonders!

**Day 7 - Make Exercise Fun**
Exercise not only helps you lose weight and stay fit, it’s a great stress reducer. But walking on the treadmill every single day isn’t exactly fun. Try something different! Have a snowball fight (even inside with wadded up paper), a dance contest, play Wii, be creative, just MOVE!

**Day 8 - Safety Comes First**
Make sure smoke detectors work, water live trees often, have your chimney inspected before lighting that first winter fire, be aware and alert while shopping, don’t let presents be seen from the windows, make sure doors and windows are locked.

**Day 9 - Holiday Baking Makeover**
Substitute low fat or no fat items where appropriate, try substituting applesauce for oil or butter in a recipe, add extra veggies to soups and stews, add oatmeal, barley or flaxseed to recipes to add fiber.

**Day 10 - Break out the Scrabble Board**
Board games can offer great family fun, keep you away from the desserts and create wonderful memories! Have guests bring their favorite board game and offer small prizes to the winners.

**Day 11 - Catch up on Sleep**
You can’t actually catch up on lost sleep, but by turning in 30 minutes earlier each night, you can find yourself feeling better and having more energy! Can’t turn in earlier? Prepare your clothes, pack lunches or shower at night to allow extra time in the morning for sleep.

**Day 12 - Create New Traditions**
Remember, Norman Rockwell paintings aren’t real. If your holidays are a bit messy, no worries! Holidays don’t have to be perfect. Take off the pressure! Focus on time together and fun; create new memories and celebrations that are special to your family. Remember the real purpose to the holidays.