

NOVEMBER 2023

## NOVEMBER IS DIABETES AWARENESS MONTH

More than 34 million Americans live with diabetes and many of them do not fully understand their condition or how to effectively manage it. In January, Montefiore Nyack Hospital will offer a **Diabetes Prevention Program** for adults 18 or older who have prediabetes or are at risk for type 2 diabetes. Recruitment is underway for interested participants who meet the eligibility criteria for this free program. Participants will meet once a week with a trained lifestyle coach from the Hospital's Community Health and Wellness Department to improve their food choices, increase physical activity and learn coping skills to promote weight loss and reduce the risk of developing type 2 diabetes.

The Diabetes Self-Management Education and Support Program (DSMES) of Montefiore Nyack Hospital recently earned a three-year accreditation from the Association of Diabetes Care & Education Specialists (ADCES). As the only organization dedicated solely to diabetes education, ADCES certification is the highest level of recognition that a diabetes management program can attain. The Diabetes Education Accreditation Program (DEAP) accreditation underscores the expertise and knowledge of the Community Health and Wellness Department's diabetes educators in developing tailored support groups that address the individual needs of our diabetes program participants.

Diabetes education can help people with all types of diabetes better manage their blood glucose, develop coping skills to address the daily challenges of the disease, reduce the risks for complications, decrease costs by reducing or eliminating the need for medications and emergency room visits and help find and access cost-savings programs.

To register for the upcoming Diabetes Prevention Program or check your eligibility, call the Community Health and Wellness Department at **845-348-2004**.



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## EMPLOYEE ANNIVERSARIES

Congratulations to the following employees who are celebrating a milestone work anniversary this month. We thank them for their years of service at the Hospital.

### 5 YEARS

Lauren Bourdeau  
Katlyn Dessources  
Vladine Durandisse  
Karen Evans  
Dana Lin  
Maria Tejada  
Geena Varghese  
Kerri Washington

### 10 YEARS

Jacqueline Carballo  
Kathryn Lennon

### 15 YEARS

Jessie Pielago  
Manjumol Thomas

### 20 YEARS

Deborah Careswell  
Patricia Chery  
Karen Fontanilla  
Lisa Gamache  
Elizabeth Yohannan

### 25 YEARS

Nuala Ridge

### 30 YEARS

Rina Elias

### 40 YEARS

Roberta Mele

- **Eddie Jackson**, Environmental Services Aide, Environmental Services
- **Jonathan Jimenez**, Security Officer, Safety & Security
- **Matthew Jones**, Environmental Services Aide, Environmental Services
- **Irmelin Koehler**, Telecommunications Operator, Telecommunications
- **Monique Lindquist**, Radiology Associate, Diagnostic Radiology
- **Faith Logan**, Project Coordinator, Behavioral Health
- **Astrid Lopez Medina**, RN, 4 Doctors
- **David Norman**, Host/Hostess, Food & Nutrition Services
- **Naresh Patel**, Medical Technologist, Laboratory
- **Paul Phillips**, Environmental Services Aide, Environmental Services
- **Brendan Quinn**, Vascular Access Clinical Specialist, IV Therapy
- **Marisol Rajo Ramirez**, Environmental Services Aide, Environmental Services
- **Joanna Ramirez**, RN, 6 Doctors
- **Christopher Rodriguez**, Respiratory Therapist, Respiratory Therapy
- **Xiara Rodriguez**, PCA, 4 Doctors
- **Sabrina Schenone**, RN, 6 Doctors
- **Guerda Seide Pierre Louis**, Environmental Services Aide, Environmental Services
- **Pisgah Sikwangala**, Lead Clinical Lab Technologist, Blood Bank & Serology
- **Ann Townsend-Solis**, Nursing Professional Development Specialist, Center for Learning & Development
- **Nichelle Thomas**, RN, 6 Doctors
- **Abigail Tocco**, Cancer Registry Coordinator, Cancer Center Registry
- **Ylmer Villafana**, Dietary Aide, Food & Nutrition Services

## WELCOME NEW EMPLOYEES!

We would like to extend a warm welcome to our newest employees!

- **Tiffany Anim**, RN, Emergency Department
- **Naomi Arias Lebron**, Radiology Associate, Diagnostic Radiology
- **Christie Capo**, Laboratory Aide, Laboratory – Pathology
- **Geneva Carter**, Administrative Associate, Emergency Department
- **Kylie Catral**, PCA, 5 Doctors
- **Korally Cepero**, RN, Labor & Delivery
- **Katerine Cerritos Morales**, Administrative Associate, Labor & Delivery
- **Edwige Clerie**, RN, Behavioral Health
- **Steven Clarke**, Patient Safety Attendant, Float
- **Joanna Nicole Esguerra**, PCA, Float
- **Jenny Francois**, Respiratory Therapist, Respiratory Therapy

## STAFF PROMOTIONS AND ACCOMPLISHMENTS

Montefiore Nyack Hospital's Level III Verified Trauma Center has received the prestigious **Surgical Quality Partner designation** from the American College of Surgeons (ACS). The ACS reviewers, who are nationally recognized trauma surgeons, evaluated our trauma program and looked at our outcomes. They found our team of trauma surgeons is prepared, meets the standards for performance, and is constantly striving to better care for our patients. This ACS-verified designation is a testament that our surgical team, led by **Aleksandr Rakhlin, MD, FACS, Trauma Program Medical Director**, is providing the highest possible level of surgical care.

*Congratulations to the Trauma Program team and everyone involved in contributing to the successful on-site review!*

## TEDDY BEAR HOSPITAL

On November 19<sup>th</sup>, Montefiore Nyack Hospital hosted its popular Teddy Bear Hospital at Rockland County YouthFest, an annual community event for children and their families, at Rockland Community College. Children, ages 2 to 12, were given a small teddy bear and had the opportunity to ask questions while their new stuffed animal was examined by our caring team of volunteers and nurses. Representatives from our Community Health and Wellness Dept. were on hand to distribute giveaways and health information.



## TREE LIGHTING CELEBRATION

Please join us for caroling and sweet treats as we light the hospital Christmas tree. We will be joined by guest performers.

**Friday, December 1st**  
**12:30 pm**  
**Main Hospital Lobby**

## EYE DONATION MONTH

November is Eye Donation Month, a time to celebrate the gift of sight made possible thanks to the selfless generosity of eye donors who provide corneal tissue for sight-saving transplants and research. Almost anyone can be an eye donor, even those who wear glasses or contact lenses or have had previous eye surgeries. The Eye-Bank encourages New Yorkers to sign up in the New York State Donate Life Registry as eye, organ and tissue donors. Enroll at the Department of Motor Vehicles or go to [EyeDonation.org](https://www.EyeDonation.org) and sign up today to become a donor.

## HEALTHY PRODUCE GIVEAWAY

On November 21, volunteers from Montefiore

Nyack Hospital partnered with students from BOCES and our **Community Health and Wellness**

**Department** for a fresh produce distribution

event. Volunteers assembled to fill up reusable tote bags with fresh fruit and vegetables to give families an opportunity to make healthier Thanksgiving side dishes. Many thanks to all of our volunteers and partners for helping Montefiore Nyack give back to our community.



## PHILANTHROPY MONTH

The Fostering Philanthropy Fund, a component fund of the Rockland Community Foundation, hosted the 23rd annual Rockland Philanthropy Day event on Thursday, November 9, 2023 at the Crowne Plaza, Suffern, NY. This event honors philanthropic community members and organizations while emphasizing the local impact and enduring power of philanthropy.

**Mark Geller, MD, FACR, President and CEO of Montefiore Nyack Hospital**, gave the keynote address on the importance of community service and collaboration while offering a brief history on the Hospital's humble beginnings more than 125 years ago to its expanding services throughout Rockland County today.



## THANKSGIVING LUNCHEON AT SQUADRON

Employees at our off-campus site at Squadron Boulevard in New City hosted a potluck holiday luncheon on Thursday, November 17th.

This Thanksgiving-inspired event was well attended by various staff from Patient Financial Services (PFS), Home Care, Finance, Highland Medical and the EAP. Special thanks to Adler Rodriguez, Administrator, PFS, for organizing this festive event.





## FARMERS FRIDGE

The Food & Nutrition Department listened to employee feedback regarding the lack of offerings for all shifts and the need for healthier alternatives. With the arrival of the Farmer's Fridge, nutritious on-the-go meal options are available at your fingertips. Located on the ground floor by the pharmacy, the Farmers Fridge offers a diverse range of fresh and healthy salads. Employees can explore the menu at [www.farmersfridge.com](http://www.farmersfridge.com). For the next month, there is a 25% discount on all item prices.



## EMPLOYEE HOLIDAY GIFT DISTRIBUTION

The Senior Administration of Montefiore Nyack Hospital continues its longstanding tradition of giving back to our staff in time for the holidays.

Employees will be responsible for picking up their holiday gift over the course of two days during three shifts in the Café.

Holiday gift distribution dates, times and locations are as follows:

### Wednesday, December 13, 2023

- 7:30 a.m. to 9:00 a.m.
- 3:00 p.m. to 5:00 p.m.
- 11:00 p.m. to 12:00 a.m.

### Friday, December 15, 2023

- 10:30 a.m. to 1:00 p.m.

Please enjoy this gift of appreciation for your continued service during this challenging year.

## Holiday Basket Raffle

### December 11, 12 & 13

Purchase raffles at the Hospital Auxiliary's table located in the Main Lobby between 11 a.m. and 2 p.m.

Raffle drawing at 3:00 p.m. on December 13

To donate a basket or buy raffles, email  
Brigitte Simon, [simonb@montefiorenyack.org](mailto:simonb@montefiorenyack.org)  
Helen Hayes, [hayesh@montefiorenyack.org](mailto:hayesh@montefiorenyack.org).

Winners not present at raffle drawing will be contacted for pick-up instructions.



## A MESSAGE FROM SAFETY ON HOLIDAY DECORATIONS

As you decorate your areas for the holidays, please keep the following in mind:

### Electrical Equipment:

- All electrical equipment utilized (lights, wires, plugs, connections, sockets, etc.) shall be Underwriter Lab (UL) approved, in good condition and have a UL sticker on the light string. All light strings should be inspected prior to use. Look for broken bulbs, frayed or broken wires, male and female plugs in good shape.
- The use of improvised wiring is prohibited. **No more than 3 light sets should be connected together.** Do not overload electric outlets with multiple plugs.
- Only mini-lights or LEDs are to be used, higher wattage lights are not to be used, because of their heat-generating ability.
- Extension cords are **not** to be used for any reason to illuminate lights or other decorations.
- All decorations shall be kept at least 6 inches from any incandescent/fluorescent bulbs, electrical sockets, plugs, or other electrical appliances.
- Portable space heaters are prohibited unless authorized by Facilities Management.

### Decorations

- Each area should have someone assigned to ensure that the electrical decorations are turned off when no one will be in the area.
- **During the holidays, decorations should be removed no later than January 5, 2024.**
- Greenery, such as live Christmas trees, wreaths and holly, is prohibited inside the Hospital, remote healthcare facilities and buildings. Artificial trees, plants and greenery may be utilized as long they are rated **FIRE RESISTANT**. You must keep the packaging or labeling that describes the item as fire-resistant. All artificial trees, decorations and light sets must have the UL-approved tag on them.
- Never place a tree or decorations where it would block an exit if it falls.
- Decorations should not be placed in front of, or over, Oxygen / Medical gas shut-offs, fire alarms or fire extinguishers, sprinkler heads, light fixtures, electrical equipment, electrical outlets, circuit breaker panels, etc.
- **18 inches of clearance** must be maintained below the ceiling. This allows for adequate coverage by fire sprinklers.
- Do not cover glass panels in fire and smoke doors with decorations.
- Do not decorate fire and smoke doors.
- No decorations shall be attached to fire sprinkler heads, smoke and or heat detectors.
- Candles or other open flames are strictly forbidden for use inside the facilities.
- All personnel should know the location of the building fire equipment including fire extinguishers and manual fire alarm pull stations.
- Keep all decorations out of the reach of small children.

**Reminder:** Montefiore Nyack Hospital is a non-smoking facility. Smoking is not permitted near trees or other decorations.

If you have any questions regarding holiday decorations in your work area, please contact the Safety Officer at **ext. 3061**. Thank you for your assistance in providing a safe environment for all of us. Have a safe and enjoyable holiday season!

## SAVE THE DATES

### Flu Vaccine

#### Occupational Health Services

The flu vaccine is now available at Occupational Health Services (OHS), **Monday through Friday from 7:00 a.m. to 3:30 p.m.** No appointment is necessary. Per the New York State Department of Health's mandate (Title 10, Section 2.59), all employees are required to report their influenza vaccine status **before December 1, 2023.**

Please fill out a consent/decline form provided by OHS or provide outside documentation that you received the vaccine. Please complete the form at <https://on.ny.gov/3s3CYPQ>. Once completed and signed, please email it to [ohs@montefiorenyack.org](mailto:ohs@montefiorenyack.org).

### Employee Benefits Open Enrollment

**November 15 - December 15, 2023**

#### What changes can be made?

- Enroll in a medical, dental, or vision plan for you and your family. During this time, you may choose to elect single, couple or family coverage even if you previously waived coverage.
- Waive coverage for you and your dependents.
- Change your plan type. For example, you can change from the EPO to the PPO or vice versa.
- Enroll in the Flexible Spending Account for either healthcare or dependent care.

#### What must you do annually?

- **Flexible Spending Account:** You must renew your election annually into the Healthcare or Dependent Care Accounts.
- **Cash Back:** Full-time employees who waive medical coverage may be entitled to \$200 per month cash back. You must renew this election on an annual basis and provide us with a letter from your current medical insurance.
- All changes must be made during this time and will be effective January 1, 2024.

Please visit the Human Resources office or call us at ext. 2155 if you have any questions.

## DENTAL PLAN CHANGE

Effective January 1, 2024, we will be moving our dental benefit program to Cigna Healthcare Dental plan. We are continuing to offer the same plan option (PPO) and have worked with Cigna Healthcare to provide a plan that is harmonized with our current plan design. Additionally, we are not requiring new enrollment paperwork to be completed for employees currently enrolled in our dental insurance plans. If you are enrolled in the AETNA PPO plan currently, you and your dependents will automatically be enrolled in the corresponding Cigna PPO plan effective January 1, 2024. You will be able to access your new insurance information including your ID number, for you and any dependents, through Cigna's online portal or via Cigna's customer service number at 1-800-244-6224. New insurance cards will be mailed automatically to your address on file by January 1, 2024. For those looking to enroll in the plan or make any changes to your current enrollment, **new enrollment forms will need to be completed and returned to Human Resources no later than December 15, 2023.**

Please contact **Sabrina Ruzzi, Sr. Benefits Specialist**, at (845) 348-2148, [ruzzis@montefiorenyack.org](mailto:ruzzis@montefiorenyack.org), with any questions you may have regarding this change.

## MONTEFIORE BUSINESS TRANSFORMATION ERP

Montefiore's ongoing implementation of its Electronic Health Record (EHR) system **EPIC**, and new **Enterprise Resource Planning (ERP)** Business Transformation system **Infor**, together will establish one single clinical platform and one single business platform. Teams from across Montefiore Health System are actively engaged in these change efforts.

To **learn more about the ERP Project** and the latest information about **Infor Cloud Suite**, visit the Business Transformation ERP website at [montefiorebusinesstransformation.com](https://montefiorebusinesstransformation.com). If you have questions or feedback about the ERP Project, email [ChangeManagementOffice@montefiore.org](mailto:ChangeManagementOffice@montefiore.org).

## EMPLOYEE QUALITY FAIR

The 6th Annual Employee Quality Week Fair was held on October 19<sup>th</sup> in recognition of Healthcare Quality Week (October 15-21, 2023). During this time, Quality took center stage to showcase the projects that focused on improving our systems and best practices to ensure and achieve the best outcomes. Winners of the best quality improvement projects were announced during a luncheon on November 3<sup>rd</sup> in the Cafe.

The winners are:

### 1<sup>st</sup> Place

*Maintaining Nulliparous Term Singleton Vertex (NTSV)*, which aims to lower the average C-section rate among low-risk, first-time mothers. (Dr. Maria Emerson, Andrea McGowan, RN, and Eileen Doyle, RN)

### 2<sup>nd</sup> Place

*Reducing Healthcare Disparities by Improving Language Line Accessibility for Patients with Limited Proficiency in Speaking English* (Kristin DeLorenzo & Nicole Scimeca, Patient Experience)

### 3<sup>rd</sup> Place

*Elective Joint Replacement: Improving Compliance with Neurovascular Assessments* (Candy Pinkham, RN, Sarah Niosi, RN, Dr. Jordan Simon, Patricia Orlak, RN and Carol Wynne, Quality Coordinator)

We acknowledge with gratitude all the professionals who submitted projects and are devoted to advancing the discipline of healthcare quality and safety here at Montefiore Nyack.



1<sup>st</sup> Place



2<sup>nd</sup> Place



3<sup>rd</sup> Place

## THERE'S MAGIC IN ALL OF US

**'There's Magic in All of Us'** tells the story of a child with a neurological condition who embarks on an enchanting journey after being inspired by a dog with a mobility aid.

Montefiore Einstein has released a heartwarming five-minute short showing the role technology plays in the lives of people with disabilities. Viewers meet Solo, a young boy with a neurological condition that affects his speech and mobility, and his younger, able-bodied brother, Henry. Solo dreams of being a pilot but struggles with the limitations imposed by his disability. Through his window, Solo sees an older man walking with a dachshund supported by a mobility aid.

Using Montefiore's cutting-edge eye-tracking technology, Solo creates a beautiful drawing of the dog using only his eyes. Later that night, in a dream, the dachshund transforms into a giant balloon that takes Solo on a magical adventure through New York City. In his dream, Solo and his new canine friend rescue Henry from bullies, and the trio takes flight into the snowy skyline. Wearing aviator caps and goggles, the brothers become pilot and co-pilot. The eye-tracking technology portrayed in the film was developed by neurologists at Montefiore's Einstein campus. This technology has revolutionized communication for an estimated 4 million disabled Americans who face challenges with speaking.

Watch this inspiring video at: <https://www.magicinallofus.org/en/>.

## MINDFULNESS AND HOLIDAYS

The holiday season can be the most wonderful—and stressful—time of the year. According to the Greater Good Science Center at UC Berkley, the definition of “**mindfulness**” is maintaining moment-to-moment awareness of our thoughts, feelings, bodily sensations and the surrounding environment through a gentle and nurturing lens. Using this framework, food is seen as neither good nor bad, rather, it is simply energy and nourishment for our bodies. People are not good or bad based on what they eat or what size their body is. Mindfulness includes softening our internal critic. It is not about getting it *perfect*, but more about awareness, self-acceptance and self-nurturance.

Balance is the key to not feeling deprived or out of control. Mindfulness encourages us to stay present while focusing on ourselves and what matters most... our health and wellbeing. The tendency to rush through the holidays to *get them over with*, leaves us feeling like we have a list of chores to do rather than opportunities and experiences to enjoy. See what ways you can focus on this time of year as special and unique. Apply a gentle nurturing lens to yourself and others. Our overall health will benefit when we accept more and criticize less in each moment with ourselves and others.

If you're feeling stressed these days, know this: you're not alone. If you or a loved one is experiencing significant stress during the holidays, consider contacting the EAP for free, confidential guidance and support at **845-638-8880** or [eap@montefiorenyack.org](mailto:eap@montefiorenyack.org).

## NURSING SKILLS FAIR

Article Lydia Lopez, RN, MPA, NEA-BC, CLNC

We want to recognize and celebrate the essential role of Nursing Education in supporting and promoting the work of nurses who deliver everything from lifesaving emergency services to end-of-life care. Nursing education continues to be disrupted by current events that require new thinking, detachment from the past, and innovation to create the nursing workforce of the future.

In October, our team came together collaboratively and launched the first Nursing Skills Fair since the start of the pandemic. More than 300 nursing staff attended these sessions to complete their competencies. The team worked together with enthusiasm and passion sharing their knowledge and expertise with our front-line nursing staff. We are very fortunate to have this vital team leading and supporting our nurses. Kudos for all the work they do every day.

**Thank you to the Center of Learning and Development Nursing Professional Development Specialists, Jennifer, Maura and Darren. Our unit-based educators Erica, Kristen, Feona, Leonora and Stacey. Special thanks to Brittany CLD secretary, Eve Mistrulli (PCA, ED); Ivy Basanes RN, CC; Sunita Thomas RN, CC; Ziren Lipow (RN, SICU); Jenny Bandasak (RN, 4D); Ranjith Kuruvilla (PT); Lidia Reyes Flores RN ED; Eneas Soares RN, Diabetes Coordinator of Community Health & Wellness; and Catherine Hennessey RN, Nursing Supervisor.**

## PARKING REGULATIONS & GOOD NEIGHBOR INITIATIVE

All staff are encouraged to file an application to park in the parking garage or use the Employee Parking Lot at 200 North Highland Avenue (9W). There is a Complimentary Hospital Shuttle Van to the 9W to meet their parking needs.

The following rules apply at all times:

- No littering is allowed. Improperly discarding trash near your vehicle such as cigarette butts, food, empty bottles and other debris such as face masks and gloves is strictly prohibited.
- Drivers must respect others' property and community residents.
- **Drivers should not idle their vehicles for excessive amounts of time (more than 3 minutes) by either using remote start or while waiting for a spot to open.**
- Drivers should not speed, turn carelessly in neighbor's driveways or drive irresponsibly.
- Drivers should refrain from playing loud music.
- Drivers should obey all local parking ordinances, and the Village's posted street parking regulations and ensure not to infringe on private driveways within the community.
- Vehicles parked on local streets and in violation of any local parking ordinance(s) will be subject to summons by Orangetown Police or the Town of Nyack Parking Authority at the vehicle owner's expense. The area surrounding the Hospital is patrolled by the Village of Nyack Parking Enforcement Unit.
- We must all remember to be courteous to our neighbors who reside in the area.
- We must all work on being a "Good Neighbor."

The Montefiore Nyack Hospital Security Department will ensure the best equitable use of available parking both onsite and at off-site locations. Parking priority should always be given to patients parking in designated areas. This applies to all on-duty staff working at their assigned job locations and attending training and meetings, etc. Students in training at Montefiore Nyack Hospital and their instructors are only permitted to park in the parking garage. Students are not permitted to park in the 9W employee lot. Students can sign up for a student-discounted garage parking rate of \$20 a month with ABM parking.

Montefiore Nyack Hospital makes the following parking areas available for employees:

- **Employee Parking Lot located at 200 N. Highland Ave. (9W Lot).** Complimentary shuttle will be available from 6 a.m. – 9 p.m., Monday – Friday. ***Parking in the employee lot is first come-first served. All vehicles must be parked in marked spots only. No parking in the grass, ramps or driveways. Any parked vehicles that obstruct vehicular or pedestrian traffic will be towed at the owner's expense without warning. Any parked vehicles that block vehicles from being able to leave will be towed at the owner's expense without warning.***

**Reminder:** Handicap Parking spots are reserved for vehicles with handicap permits and license plates **only**. Any vehicle found parked in a handicapped spot without a proper permit is subject to a summons by Orangetown Police or Nyack Parking Authority.

Patient experience is the sum of all interactions that influence a patient's perceptions across the continuum of care. Ensuring that patients and families feel safe and confident in the care provided is at the core of what we do. **Thank you to the caregivers acknowledged below by the grateful patients who wanted to show their appreciation for the care they received.** Congratulations to the units and departments they represent and to the caregivers they work beside. At the end of the day, caring is what we do.

- [illegible]

- Furthermore, the entire staff was friendly and helped to boost my spirits. Rick from maintenance was quick to fix my shower for me when I was freezing. **Cecilia from the dietary department** helped me to navigate the new diet I would have to adopt upon discharge. **Vanessa from the phlebotomy department** managed to make me smile even when waking me up in the early morning hours to take more blood. **Rood** and many other nurse's aides were also helpful and helped me with my various needs. The housekeeping and food services were always friendly and smiling. A special thank you to **Daniel Greeley** for checking in on me, and to **Brian Foley** for making sure I was cared for.

- I work as an OT in a skilled nursing facility in New Jersey. I now have a greater understanding of what my patients must be feeling when they are admitted. I now realize the difference a single interaction and a simple favor can make in the day of a patient. I will take all the knowledge and understanding to work with every day moving forward. So thank you to everyone who helped me at Montefiore Hospital.
- Because of you I am alive, I am healthy and have a new lease on life. I am eternally grateful.”
- Radio PT staff** have been very kind, caring, understanding and so helpful to me in regaining and improving my strength and stamina after surgery. Brilliant work!
- Montefiore Hospital was clean and beautiful. When we arrived at registration, the staff was very friendly and made the process very easy. Every nurse, anesthesiologist and medical student was kind, caring and very helpful throughout my experience. The nurses in the recovery room were AMAZING. They, especially, were so attentive and kind.”



# EMPLOYEE INSURANCE AND BENEFITS OPEN ENROLLMENT

DON'T MISS THIS ONCE-A-YEAR OPPORTUNITY:

**NOVEMBER 15 - DECEMBER 15, 2023**

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