

DENVER HEALTH'S WEEKLY 411 The week's most critical information delivered to your inbox.

Thursday, October 12, 2023

Thousands visit with Denver Health at Komen More Than Pink Walk Denver Health had a strong presence at Sunday's Komen More Than Pink Walk, a fundraiser to end breast cancer. Dressed in pink shirts with the words "It's time" across the front to remind people to schedule a regular mammogram, our Breast

Imaging (mammography) and Breast and Cervical Cancer Screening Mobile Health Center (Women's Mobile Clinic) joined forces to educate the

approximately 5,000 people in attendance about our services. We had one of the more popular tables because of our prize wheels. To spin the wheel for a prize, people had to correctly answer questions about mammograms posed by **Christopher Doyle**, **MD**, **diagnostic radiologist**, and **Randy Miles**, **MD**, **chief of Breast Imaging**.

The Women's Mobile Clinic van was on-site to offer tours, and **CEO Donna Lynne** and Dr. Miles represented Denver Health onstage during the opening ceremony prior to the walk. Donna also spoke to the crowd, saluting survivors of breast cancer and encouraging people to visit with us and make an appointment. We signed up nine new patients at the Komen Walk to get their mammograms! See more photos from the event.

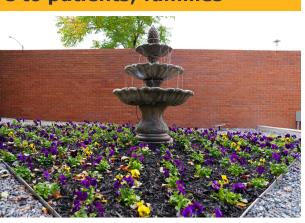
Mammograms are recommended for all persons with breasts age 40 and over. If you have a family history of breast cancer, talk to your provider to see if you need to schedule one at an earlier age. We encourage you to take advantage of one of Denver Health's employee mammography screening days every Friday this Breast Cancer Awareness Month. There are still spaces available from **8 a.m.-2 p.m. on Oct. 20 or Oct. 27**. To sign up, you must register by answering a few simple questions on



this form and once accepted, you can choose the time that works for you on that day and walk in for your appointment. Visit the homepage of the Pulse for more information and take our poll about mammograms at the bottom of the page, which will be up until Monday.

ACUTE Wellness Garden brings nature to patients, families

The ACUTE Center for Eating Disorders at Denver Health unveiled the ACUTE Wellness Garden on Wednesday, a passion project for ACUTE staff that has been years in the making. The garden between Pavilion E and the Delaware Street Garage, just across from Pavilion M and ACUTE, will be a private space for patients and their families to come and enjoy flowers and the outdoors. Several current patients from ACUTE were brought to the garden for the ceremony.



Speakers included **Jeana Cost, executive director of ACUTE**, who quoted Audrey Hepburn, saying, "To plant a

garden is to believe in tomorrow,"; **Philip Mehler, MD, FACP, FAED, CEDS, founder and executive medical director of ACUTE** (pictured); **Denver Health CEO Donna Lynne**; and former ACUTE patient **Sam Sullivan** (pictured), who gave the final speech and talked about her journey to overcome her eating disorder with the help of ACUTE staff.

"I'm learning to trust myself again, which is so empowering," Sullivan said, expressing gratitude for Dr. Mehler "for founding this lifesaving facility and creating a garden for current and future patients."

"I would like to thank my beloved team at ACUTE for fighting for me when I was too tired to care myself, for never giving up hope," Sullivan said.



Thanks for taking part in CEO town halls

Denver Health thanks all employees who attended the CEO town halls, asked questions and gave feedback to help guide our health care system's strategic plan in the years ahead. **CEO Donna Lynne** (pictured) was joined at the town halls by members of the executive leadership team, including **Chief Human Resources Officer Amy King** (pictured).



If you were unable to attend a town hall, you can watch a recording of a night-shift session (focused on benefits and workplace safety) by clicking here and entering the password TysWKud7.

give back to the community through donations to Denver

Health Foundation.

GET INVOLVED

Employee Giving Campaign continues with matching donations

Denver Health Foundation's 2023 Employee Giving Campaign (EGC) rolls on! Denver Health employees show remarkable generosity in their daily work, and many also

DENVER HEALTH FOUNDATION. HERE FOR YOU

Now **through Nov. 8**, your gift to the Foundation will be matched dollar-for-dollar by Kaiser Permanente as part of its \$5 million matching grant. All donors who give \$5 or more per paycheck, or a one-time gift of \$130, will also receive a limited-edition Denver Health lanyard.

Denver Health's core mission of delivering equitable health care is fueled in part by Denver Health Foundation's Patient Assistance Fund, which covers the many needs that cannot be addressed within the confines of a hospital's operating budget, like copays, eyeglasses and hearing aids, and transportation costs. For example, thanks to employee giving, in 2022, Denver Health Foundation supported 226 patients through this fund, including 36 who received eyeglasses and 54 who received copay assistance.

Congratulations to EGC donors **Matthew Gorski, DMP**, and **Dawna Schmidt** on winning last week's Denver Health swag giveaway. Sign up for the EGC to be entered into this week's drawing.

You can donate to the EGC through Workday using the benefits tab. Instructions are here on the Denver Health Foundation's Pulse site. Got questions? Email Nancy.Tomb@dhha.org. Thank you for all you do to help make Denver Health a place that we all can be proud to recommend!

Donate, volunteer for pediatric Halloween celebration

The Denver Health Child Life team is seeking donations and volunteers for its pediatric Halloween celebration from **11:30 a.m.-1 p.m. Tuesday, Oct. 31** in the Child Life Zone on the second floor of Pavilion C. Volunteers will visit the kids throughout the hospital. Use this SignUpGenius link to take a shift, and plan to come dressed in a costume. Supplies can



be dropped off in the Pediatric Administration Office, room C204. Email ChildLife@dhha.org with questions or for help with dropping off supplies. If you would like to donate, some non-candy ideas include: sunglasses, playdough, erasers, stamps, bracelets, art kits, crayons, glow sticks, silly putty, small plastic games, lip balm, bubbles, fidget spinners, squishy toys and stickers.

IN THE COMMUNITY

Join Denver Health at upcoming parades, donate old crutches Ever want to be in a parade? Now's your chance! Denver Health is participating in The Broadway Merchants Halloween Parade on Oct. 21 and the Parade of Lights on Dec. 2.

We're hoping to form a Denver Health "Scrub and Crutch Drill Team," where Denver Health team members wear scrubs and twirl crutches in the parades. Want to join the team? The only time commitment is to show up 30-60 minutes before the parade(s) for a quick practice — it's not intended to be Olympic-level twirling. Interested? Please complete this form.



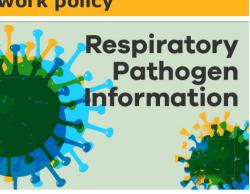
If you have crutches you no longer need, please consider donating them. Crutches deemed in good condition will first fill a shortage for patients, then extras will go to the drill team. Boxes will be set up in the 601 Broadway lobby and in the HR offices in Pavilion B. Pick up can be arranged at any of the community health centers. Please email events@dhha.org if you are interested in a clinic collection.

The Broadway Merchants Halloween Parade is a family event so feel free to gather with your colleagues, bring the kids and join us for trick-or-treating before the parade. We'll gather at **Bar 404 at 404 Broadway**, at the start of the parade route. The owner has graciously provided private space for family and friends to **meet from 3-4 p.m.** before the **parade begins at 4 p.m.** If you plan to attend, please register here so we have plenty of treats for the kids!

STAY INFORMED

Revised employee illness return-to-work policy

Denver Health has revised its return-to-work policy for employees with any upper respiratory infection, including COVID-19. The revised policy follows evidence-based best practices for infection prevention. These guidelines are intended to protect employees and patients from illness and the spread of respiratory viruses. Please review and practice these guidelines to help achieve that goal.



Isolating at home for five days is no longer required before returning to work when ill with COVID-19 or other respiratory viruses, but employees cannot return to work until they are afebrile

for 24 hours and their respiratory secretions do not saturate a medical mask. Fr

and their respiratory secretions do not saturate a medical mask. Employees who are ill with any upper respiratory illness must wear a mask in all areas (clinical and non-clinical) for at least 10 days and until their symptoms have resolved. Click here to read the full update. It can also be found on the respiratory pathogen subsite on the Pulse, along with epidemiological changes and other information about COVID-19, flu and RSV.

Get to know the six DH Core Competencies

Denver Health's LEAD (Learn, Engage, Achieve, Develop) program is launching team member Core Competencies, which help guide team members in shared development opportunities and behavioral standards. They can be seen in every team member's work, as well as in performance reviews and development items in Workday. We encourage all employees to get to know the six Core Competencies — **Communication, Collaboration, Customer Focused, Consistency and Reliability, Contribution, and Core Values** — why we have them and how we use them. You can watch a short video on the LEAD subsite on the Pulse for more information!

DO YOU KNOW YOUR DENVER HEALTH CORE COMPETENCIES?

LEAD.

DENVER HEALTH

Nursing student open house happening this evening

Denver Health is inviting nursing students to discover the wide range of nursing opportunities available within our health system in our first-ever open house for upcoming RN graduates. Our goal is to engage 100 students within one year of graduation. Please share the details of the event from our new Recruitment Events page with your networks and team members.

The open house, **from 4:30-7 p.m. Thursday, Oct. 12, in the Sabin Classroom in Pavilion C**, is a drop-in event with a rotating schedule of activities and will feature guided hospital tours, education about our accredited nurse residency program and meet-and-greets with staff from all areas of nursing.

Grand Rounds on night of Oct. 19 to focus on responding to violence

Join virtual lunch and learn on diabetes care on Oct. 17

Join Denver Health diabetes care and education specialists for the fall 2023 virtual lunch and learn for health care professionals from **noon-1 p.m. Tuesday, Oct. 17**. The topic is nonalcoholic fatty liver disease (NAFLD), which is prevalent in up to 70% of people with type 2 diabetes. One in four people with NAFLD will develop nonalcoholic steatohepatitis, which is a leading cause of hepatocellular carcinoma and liver transplantation in the U.S. **Kathleen Yan, MD**, a transplant hepatology fellow and resident physician at the University of Colorado Anschutz Medical Campus, will discuss patient screening, risk reduction and new pharmacologic agents to prevent fatty liver disease progression to cirrhosis. Register for the Webex through Cornerstone. The event is titled "Diabetes Champions Fall 2023 Continuing Education." Email questions to Diabetes.Educators@dhha.org.



As part of Denver Health's focus to reduce assaults on staff, we will host all-employee Grand Rounds during the night shift of **Oct. 19-20** that will help educate employees on tools to help deal with violence from patients. **Denver Health Chief Nursing Officer Kathy Boyle** will host the Grand Rounds, which are an integral part of medical education, professional development and the dissemination of medical knowledge. Each department typically hosts their own Ground Rounds, and Boyle usually participates in the Nursing Ground Rounds, but for this event she wanted to include all employees.



STORM UPDATE

Presentations are set for 10:30-11 p.m. and 11:15-11:45 p.m. Thursday, Oct. 19, in the Sabin Classroom in Pavilion C, and will feature a "Response to Violence" presentation by Enid Wade, JD, Denver Health general counsel. Emma Paras, MPH, manager of Emergency Management, will then conduct a response-to-violence drill from midnight to 12:15 a.m. on a selected unit. You can view the presentations that night using this Webex link.

Emergency Management to provide winter weather updates via email

Ahead of the winter storm season, Denver Health reminds employees that Emergency Management will be issuing winter weather advisories through email to all staff when inclement weather is predicted. All Denver Health staff are essential per

predicted. All Denver Health staff are essential personnel, regardless of position, and they are expected to take necessary precautions to safely arrive at work in case of a storm. Please review the winter weather safety flyer on the Pulse and/or talk with your direct supervisor for additional concerns. We appreciate the commitment of all our Denver Health employees.

DENVER

Emergency Management hosts mass-casualty scenario for residents

On Oct. 4, Denver Health Emergency Management conducted a tabletop exercise with a multidisciplinary group of Denver Health leaders as well as first- and third-year emergency medicine residents. The purpose of the exercise was to provide participants with an opportunity to discuss clinical decision making and operational considerations during response to a hospital-wide, mass-casualty incident (MCI). The scenario centered around a multivehicle crash at the Sixth Avenue freeway and Interstate 25 interchange resulting in more than 50 "patients" needing medical care at Denver



Health. The exercise provided an opportunity to validate organizational plans, like our Family

Reunification Plan, and department-specific job aids in an open, no-fault learning environment. Objectives for the exercise included:

 Activate hospital-wide MCI response in the Emergency Department (ED) and inpatient environments, and the Incident Command Team.

Practice ED redistribution and inpatient flow for patients arriving to DH from a community-based MCI.
 Determine Incident Command objectives and Hospital Incident Command System (HICS) role

assignments. — Determine actions and priorities of command and general staff for response and transition into recovery.

- Discuss logistics and resource needs to operationalize patient tracking and family reunification.

These types of exercises allow us to identify opportunities to improve processes in the Emergency Department and inpatient environments and strengthen the effectiveness of the Incident Command Team during imminent onset emergency situations.

Emergency Management offering Response to Violence drills

In an effort to enhance staff safety and provide an opportunity to build muscle memory for response, Emergency Management is offering Response to Violence drills. These are intended to be 15-minute sessions with multidisciplinary teams where staff discuss a team's roles and responsibilities in response to an escalating situation that may turn violent and requires initiation of security all-call.

Given how stressful workplace violence events can be, whether staff are directly or peripherally involved, we want to ensure everyone knows about RESTORE resources before participating in drills. RESTORE Peer Support can be incredibly important following an assault. However, it can also be an important support in preparation for this Response to Violence Drill. It is normal for memories, feelings and experiences to rise to the surface when completing drills. RESTORE Peer Support is here exactly for this purpose — available to you, your team and/or any individual within your team. A few ways to access RESTORE's timely and strictly confidential support of trained peer responders:

24/7 Peer Support Line, at 303-436-7473, connects callers to trained Peer Responders who provide confidential peer-delivered emotional support, psychological first aid and linkages to collaborative resources seven days a week, 24 hours a day. Responders can provide emotional support in preparation for and following drills.

Peer Support Outreach calls can be made to staff as check-ins if staff identify colleagues who are impacted and may need support.

RESTORE Group Support sessions can be scheduled for entire teams around the topic or theme of your choice. For many, this is an incredible way to work toward collective care and healing. **RESTORE 2 YOU** mobile service allows us to bring peer support to you. We can round with your team or set up in a breakroom/conference room to provide onsite individual support and resources.

Leaders may request a drill or session by completing this intake form. We also highly recommend scheduling an all-hazards emergency preparedness and response session with your team. Because staff are faced with myriad hazards, this helps people feel more prepared and confident responding to any situation. Please reach out to EmergencyManagement@dhha.org with any questions.

Learn about behind-the-scenes work at Support Services Fair on Oct. 18 Ever wondered what goes into making the hospital run? The 2023 Support Services Fair is your chance to learn. Staff from 12 departments will showcase their work that supports Denver Health behind the scenes **from 6-8 a.m. and 6-8 p.m. Wednesday, Oct. 18**. Swing by the hallway in Pavilion B between the gift shop and Subway to ask questions, get answers and score swag. Those who can't make it to the fair can still check out the displays, which will stay up for the rest of the week.

Apply for Diversity in Health Care Scholarship by Oct. 31

Applications for the United Health Foundation's Diversity in Health Care Scholarship Program are being accepted **through Oct. 31**. The Foundation last year made a 10-year, \$100 million commitment to provide scholarships for underrepresented current and future health care professionals, and it is awarding \$3,200 scholarships to those looking to advance their careers through training or credentialing. Applicants must identify as a member of a historically underrepresented racial or ethnic group and possess an active license or certificate to practice in a health care setting. Awards will be disbursed in January. Click here to learn more and to apply.

Learn about nutrition from dietetic intern at smoothie station Oct. 19 Denver Health's Food and Nutrition Services will host a smoothie station with a dietetic intern who will share nutrition knowledge from 6:30-10:30 a.m. Thursday, Oct. 19, in the Good Day Café. Claire

Margolf has an undergraduate degree from Tufts University, a master's of science in nutrition and dietetics from Metropolitan State University of Denver, and is completing her food service rotation for the Sodexo Dietetic Internship at Denver Health. All employees are encouraged to buy a smoothie for breakfast and learn more about incorporating fruits and vegetables into your breakfast routines.

Krazy Thai Food Truck returning for three dates in late October

Denver Health's Food Truck Wednesdays rolls on with additional Friday evening events this month. Krazy Thai Food Truck is scheduled to return to the main campus outside of Pavilion L from **6-10 p.m. Friday, Oct. 20, 11 a.m.-2 p.m. Wednesday, Oct. 25, and 6-10 p.m. Friday, Oct. 27**. Krazy Thai's menu features pad thai noodles, thai fried rice and drunken noodles for \$14, and six-piece crab cheese wontons for \$7. Denver Health is looking to add more vendors to keep Food Truck Wednesdays going. Share feedback or suggest other food trucks to Amy.Friedman@dhha.org.



Join Oct. 26 seminar to learn about Center for Addiction Medicine

Denver Health's Office of Research, Center for Addiction Medicine (CAM) and Public Health Institute are hosting a seminar to highlight CAM and its strategic prorities. "Denver Health's Center for Addiction Medicine: strategic priorities, data tools, and current research" is set for **noon-1 p.m. Thursday, Oct. 26** in the Sabin Classroom in Pavilion C. Featured at the seminar will be senior research scientist **Alia Al-Tayyib, Ph.D.**, lead epidemiologist **Alexandra Tillman, Ph.D.**, and consultant **Emily Bacon, Ph.D**. To request a Webex meeting invitation, email officeofresearch@dhha.org.



Register for Sbarbaro Memorial Lecture Series on Nov. 2 at Rita Bass

The Public Health Institute at Denver Health invites you to attend the Dr. John Sbarbaro Memorial Lecture Series in Public Health on **Thursday, Nov. 2**, at the Rita Bass Trauma & EMS Institute, 190 W. Sixth Ave. A networking lunch is set for **11-11:45 a.m.** followed by a **noon-1 p.m.** lecture and discussion. Anthony P. Young, a psychologist with



over 40 years of experience in clinical care, leadership, and advocacy, will be the featured speaker. His talk titled "Using Racial Equity to Promote Positive Mental Well-Being and Provide Culturally Responsive Services" will explore the intersections of racism and mental health and why considerations of racial equity are integral to the development of effective mental health services. Click here to register for inperson or virtual attendance.

Fall Career Fair nets dozens of new employees

The Denver Health Fall Career Fair last Friday was a great success! Thank you to everyone who helped spread the word. In just four hours, the team interviewed 122 job seekers and offered 43 jobs with a 100% acceptance rate. All patient access roles were filled, and thirteen additional candidates are queued to receive offers on the next available job requisitions. New members of the Denver Health team include custodians, food service workers, medical assistants, certified nursing assistants, behavioral health technicians, nursing new graduates, pharmacy technicians, patient access representatives and call center representatives.



October 16th

Talent Acquisition thanks all the hiring leaders who participated in this successful effort, the paramedic team for providing access to their space, and to Marketing and Communications, Engineering, Food and Nutrition Services and Information Technology for their support.

RECOGNIZING YOU

Celebrating Medical Assistants Recognition Week
Medical Assistants Recognition Week is Oct. 16-20, and Denver

Health thanks the more than 275 MAs who provide outstanding care to our patients. As part of MA Week, there will be an "MA happy hour" at ViewHouse, 2015 Market St., after work on Oct. 16. The MA Council at Denver Health is also hosting "MA spirit week" activities next Monday-Friday, reminding employees that outfits must be appropriate for patient care environments.

- Monday, Oct. 16: Creative shoes/socks
- Tuesday, Oct. 17: Crazy hair dayWednesday, Oct. 18: Disney characters
- Thursday, Oct. 19: Sports
- Friday, Oct. 20: Peace/love/kindness

Denver Health RESTORE is scheduling RESTORE 2 You mobile visits to clinics over the next two weeks in celebration of MA Week. Email RESTORE@dhha.org for more information.



Celebrating National Health Education Week

Join Denver Health in celebrating National Health Education Week **Oct. 16-20**. Ambulatory Care Services health educators do a remarkable job to eliminate barriers to sexual and reproductive health care. They are available to discuss contraception, STI prevention, health relationships, preparing for pregnancy and related topics with patients. Denver Health is proud to use an integrated health educator model that provides client-centered, confidential care across our community and school-based health centers. Thanks to all health educators for the outstanding services you provide to our patients.

October is Physical Therapy Month

October is National Physical Therapy (PT) Month, an opportunity to celebrate Denver Health's physical therapists who are movement experts and who help patients recover from injury and prevent disability. Our physical therapists work tirelessly to help patients return to independence after traumatic injuries and to ensure safe and timely discharges. A huge thanks to our PTs for helping our patients on their journeys to recovery every day.



Note: Hearing from patients who have received outstanding care at Denver Health is incredibly rewarding, and we will continue sharing that feedback with staff in the 411.

Patient Access team member **Najolie Abellard** (pictured) recently received two messages sent to our Patient Advocate team:



"I was with a friend as she was trying to get a prescription refilled. She had called both pharmacy and doctor, but it was not filled. We went to the 6th floor, where the doctor has an office. The person who helped us was Najolie Abellard. She understood the problem, had us sit while she called the doctor, came to find us in the waiting area and sent us to the pharmacy where the prescription

was filled. It seems there was a misunderstanding about what insurance would pay for. Between the person at the pharmacy and Najolie, the problem my friend had worked on for days with phone calls was solved. She got her medication, and we were on our way. Najolie was so helpful in getting this resolved. The pharmacy tech was so helpful too, advising that self-pay would resolve the insurance question."

"I'm retired from 30 years in customer service, and can appreciate the first impression front of the line staff have on clinic representation. Najolie is outstanding, professional, and knowledgeable. I appreciate that rather than just waving her hand for you to just come to her window, she greets you with a smile, good morning, etc. Najolie is a role model for customer service! Thank you for having such a positive impact on the patient experience at DH!"

Do you have great feedback you'd like to share with staff? Send it to DenverHealth411@dhha.org. We will remove personal information before publishing.

National awareness and recognitions

Oct. 15-21 is National Pharmacy Week, International Infection Prevention Week and Healthcare **Quality Week**.

Is there a department that you'd like us to recognize during a special week or month? Let us know in an Employee Outreach Request form and we'll spotlight them in the 411.

Denver Health in the media Eliminating medical debt, rental assistance and more: How Denver City Council wants the mayor to tweak his 2024 budget

Oct. 9, Denverite

Most other items passed with a supermajority of Councilmembers, including money for the elimination of \$3 million worth of medical debt, \$2.5 million for participatory budgeting, programs that support businesses, additional **Denver Health** funding, library funding, and transportation safety initiatives.

Denver City Council submits changes to Mayor Johnston's budget *Oct. 10, Axios*

Among the largest proposed changes is spending up to \$15 million on **Denver Health**, the city's safety net hospital, to provide more services.

Real Talk with Denver7 & CPR News, Episode 24: Breast Cancer Awareness Month Oct. 10, Denver7

October is Breast Cancer Awareness Month, a time to remember the millions of people affected over the years. On this episode of Real Talk, we're talking with doctors and survivors about the disease, and some artists that help survivors feel confident in their skin.

Cold and flu season on the way Oct. 11, Fox31

Cold and flu season is around the corner, and doctors are urging people to consider getting vaccinated now. **Dr. Connie Savor Price**, chief medical officer at Denver Health, answers some questions. **October | November | December**

- Oct. 13: Screening Fridays
- Oct. 17: Diabetes lunch and learn Oct. 18: Employee flu clinic
- Oct. 18: Support Services Fair
- Oct. 19: Grand Rounds
- Oct. 19: Good Day Café smoothie station Oct. 20: Screening Fridays
- Oct. 20: Screening Findays Oct. 20: RESTORE Group Support: Distress & Burnout
- Oct. 20: Deadline for off-site flu vaccine documentation
- **Oct. 20:** Krazy Thai Food Truck outside Pavilion L **Oct. 21:** Broadway Merchants Halloween Parade
- Oct. 23: Benefits Open Enrollment begins
- Oct. 25: Employee flu clinic
- Oct. 25: RESTORE Group Support: Leaders
- Oct. 25: Krazy Thai Food Truck outside Pavilion L Oct. 26: CAM Academy trauma workshop
- **Oct. 26:** Center for Addiction Medicine seminar
- Oct. 27: Screening Fridays
- Oct. 31: Fidelity retirement planner on campus Oct. 31: Diversity in Health Care Scholarship deadline

Oct. 27: Krazy Thai Food Truck outside Pavilion L

- **Oct. 31:** Pediatric Halloween trick-or-treating **Nov. 1:** Employee flu shot deadline
- **Nov. 2:** Sbarbaro Memorial Lecture Series
- Nov. 3: RESTORE Group Support: Leaders
- Nov. 8: Employee Giving Campaign ends Nov. 8: Benefits Open Enrollment ends
- **Nov. 8:** Fidelity educational web workshop
- Nov. 17: Fidelity retirement planner on campus
- Nov. 17: RESTORE Group Support: Distress & Burnout Nov. 22: RESTORE Group Support: Leaders
- Nov. 27: Deadline to apply for medical assistant training

Dec. 15: RESTORE Group Support: Distress & Burnout

- **Nov. 29:** Fidelity retirement planner on campus **Dec. 1:** RESTORE Group Support: Leaders
- **Dec. 2:** Parade of Lights

Submit content for consideration in the Weekly 411 through the employee outreach



