Donor Commits $5 Million to Gaylord; Largest Single Gift in Gaylord’s 117 Year History

Employee Giving Campaign Underway; Chance to Win Awesome Raffle Prizes

The annual “I Gave at the Office” Employee Giving Campaign began on Monday, October 21 and will run through Friday, November 8 - concluding the campaign with a Donor Appreciation Event for all those who participate in employee giving on Thursday, November 21 from 2 p.m. to 5 p.m. in the Kryiacou Lecture Hall located in the Chauncey building. The 2019 Campaign reached the goal of 358 employee donors. Their gifts total $109,965 to various departments and funds here at Gaylord. There is 100% participation from the hospital Management level and above.

New and current employee donors or those who wish to make annual gifts via cash, check or credit card can stop by the cafeteria or Milne Lobby, 11:30 a.m. - 1 p.m., during the campaign to make a gift. The Committee is encouraging staff to consider a pledge of $19.02 per pay period in honor of our founding year for the Think Possible Capital Campaign. A gift at this level will help with Lyman and Hooker renovations and also entitle the donor to have their name on a plaque at the end of the Campaign. Employees can choose what they want their money to support.

Think Possible Campaign
As we begin to raise funds for The Gaylord Destination Center, this fund will go towards the renovations of Lyman and Hooker aka The Looker Project. The Chapel also falls under this fund.

Special Needs Fund
This fund is set up for patients to request funding for items or services they may need to return home but cannot afford. Some of the past purchases have been smaller wheelchairs, home ramps, small house modifications, travel expenses to additional medical services etc.

Gaylord Fund
The Gaylord Fund is for general hospital use, these funds can be used to support any aspect of the Hospital’s annual budget.

Other
Suggestions include the Pool, Nursing, Therapy, Respiratory, Therapeutic Recreation, Library, Traurig, Sports Association or Patient Experience. The money pledged to any of these areas will be used towards the purchase of equipment that may be needed or on the Capital Budget.

This year’s raffle prizes are pictured below. If you already give, you are automatically entered in the raffle. Anyone who increases by a minimum of $1 per pay period gets 2 entries and those who give $19.02 per pay period (in honor of the year Gaylord was founded) or more get 4 entries (one item per employee will be awarded). For employees on second and third shift, we will arrange to have committee members stop by during those shifts also. The Employee Giving form is located on page 7 and on the intranet homepage.

Our mission is to enhance health, maximize function, and transform lives.
Employee Meetings Look to an Exciting Future for Gaylord

Employee meetings were held on October 9, 10 and 11 in Wallingford and October 10 in North Haven. The focus was to discuss fiscal year ’19 results, priorities for 2020 and beyond.

Fiscal Year ’19 Results & ’20 Updates
Sonja LaBarbera, President and Chief Executive Officer, reported that despite FY’19 being under in admissions, patient days and outpatient visits; Gaylord exceeded operating budget for the year! (final number not available at the time of meetings) But, how? The biggest reason is everyone has been doing a great job controlling spending. We’ve seen a reduction in out-trips by 50% which is a $100,000 savings, managed the payer mix, and saw an uptick in workers’ comp referrals. Fun fact: Gaylord admitted patients from 17 different states this year.

The budget for fiscal year 2020 is a 1.5% operating margin ($1.3M) with an admissions goal of 1,493 and outpatient visits goal of 100,483. What are the priorities for FY 2020?

- Focus on inpatient and outpatient growth
- Continued expense management
- Campus renewal
- Philanthropy is key!

Sonja was happy to report that there will be a 2% general wage increase 12/29/19 and Gaylord will continue to match the 401(k) dollar for dollar up to 2% in 2020. She also announced that after over 20 years working with ConnectiCare as Gaylord’s health insurance carrier and after vigorous evaluation and negotiations, Gaylord has decided to go with Anthem as our new health and dental carrier. Three factors were considered in choosing a new carrier:

- Who will provide our employees with the best coverage and service?
- Cost (To Gaylord and employees)
- Who is the best strategic partner for Gaylord as we look to expand our footprint in both inpatient and outpatient?

Human Resources Update
Vice President of Human Resources, Wally Harper reminded staff that benefits open enrollment begins on Monday, October 28 and runs through Friday, November 8. This is an active enrollment which means you must update your benefits online in order to be enrolled as of January 1, 2020. The Farmington Company will be onsite during open enrollment by appointment to help staff with core and voluntary benefits enrollment. Anthem will be our medical, dental, HSA and FSA carrier. Wally announced that there will be no increase in premiums, no change to plan design or benefit levels and Gaylord’s HSA contribution will remain the same.

Continued on page 4

Next Casual for Causes: Friday, November 1

For a small donation, staff can dress casually for the day and help a local charity on Friday, November 1. Employees need a button or a Casual for Causes sticker to indicate their participation. Stickers can be purchased in the Cafeteria, Human Resources, Jackson 2 Outpatient, North Haven, Cheshire and the Servery. The cost of the sticker is $2. All proceeds benefit TEAL-Ovarian Cancer Research.

2020 Benefits Open Enrollment
OCTOBER 28 - NOVEMBER 8

1. Self enroll on Kronos*
2. Meet with a Benefits Counselor onsite for assistance with enrolling in core benefits as well as voluntary benefits. To make an appointment with a Benefits Counselor, visit https://gaylord.farmingtonco.com

*Voluntary benefits can NOT be enrolled on Kronos. Please see a Benefits Counselor onsite or call the Farmington Company at 1-800-621-0067 from October 28 - November 8.

If you have questions, please contact Christina Drogkaris, extension 2832
Gaylord Message in a Minute: Contact Precautions

Message in a Minute is a new, fun concept to help enhance communication and training. The videos feature our very own Gaylord staff and patients. Click [here](#) to watch our fourth Message in a Minute starring Jamie Worton, Nursing and Rachel Noia, Inpatient Speech as they demonstrate and explain the importance of contact precautions when entering a patient’s room who requires contact precautions.

What Not-for-Profit Organization is Close to Your Heart That We Can Support?

The Community Relations Committee is asking staff to submit not-for-profit organization names for consideration for next year’s Casual for Causes schedule. Please email Lori Evon at levon@gaylord.org with the name of the organization you would like to submit, what the organization does and why the committee should consider them.

Occupational Therapist Lectures on Neurological Vision Impairments

Many people with neurological diagnoses find themselves with changes to their vision. Gaylord inpatient therapist Meghan Chialaluce, OTR/L presented on the topic in Brooker Lecture Hall on October 11 for a group of more than 75 occupational and speech-language pathologists, addressing treatment methods, including low and high tech options. Meghan utilizes amazing teaching techniques in all her interactions, whether it be with her peers or her sessions with patients and their families.

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<th>March</th>
<th>April</th>
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<th>July</th>
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<td>National Nutrition Month</td>
<td>National Occupational Therapy Month</td>
<td>Better Hearing and Speech Month</td>
<td>Gaylord Golf Classic</td>
<td>7th Annual Gaylord Gauntlet 5k</td>
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<td>National Professional Social Work Month</td>
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<td>June 1</td>
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<td>Wine, Beer &amp; Cordial Tasting May 8</td>
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Employee Meeting Article Continued from Page 2

Cybersecurity
Vice President and Chief Information Officer, Craig Stearns talked to staff about the importance of cybersecurity. Workstations should never be left unattended. Always remember to lock or logoff of Meditech. There have been some recent issues where someone starts working under another person’s credentials. Continued instances of unattended workstations may result in IT reducing the timeout duration. Email phishing is something everyone needs to be aware of. Phishing is the fraudulent attempt to obtain sensitive information such as usernames, passwords and credit card details by disguising oneself as a trustworthy entity in an electronic communication. Never open an email that you don’t recognize.

Press Ganey Survey Update
Patient Relations and Volunteer Services Manager, Dorothy Orlowski, announced that Gaylord transitioned from using Press Ganey LTACH Survey to a new patient satisfaction survey called Press Ganey HCAHPS (Hospital Consumer Assessment of Healthcare Survey) plus Custom Questions Survey. This new survey allows Gaylord to benchmark data results and compare against at least 60 other LTACHs as well as trim down the number of survey questions from 80 questions to 49 questions.

Case Management Fair Fun
Gaylord celebrated Case Management Week by holding its Sixth Annual Case Management Fair on October 15 in the Brooker Lecture Hall. The fair was held as a way to meet and recognize our Care Management Team at Gaylord, get to know the skills used to coordinate discharge services and learn about the services our community partners provide. Many staff members attended the fair and had positive feedback. Pictured below are the winners of the Case Management Fair Little Jolly Pumpkin Contest.

1st Place
"Stinger"
Joy Oliano

2nd Place
"To Have & To Hold"
Nivia Rodriguez

3rd Place
"Pumpkin Man"
Ann Dwyer

FLU VACCINATION SCHEDULE
DEADLINE: NOVEMBER 29
Schedule is also located on the intranet homepage

Daylight Savings Time Ends
Sunday, November 3

OCTOBER is
NATIONAL PHYSICAL THERAPY MONTH
AMERICAN PHYSICAL THERAPY ASSOCIATION
MoveForwardPT.com

Helping Hands Committee
Halloween Bake Sale
Wednesday, October 30
Cafeteria, 11:30 a.m. to 1:30 p.m.

Don't Forget To Change Your Clocks

1st Place
"Stinger"
Joy Oliano

2nd Place
"To Have & To Hold"
Nivia Rodriguez

3rd Place
"Pumpkin Man"
Ann Dwyer

OCTOBER is
NATIONAL PHYSICAL THERAPY MONTH
AMERICAN PHYSICAL THERAPY ASSOCIATION
MoveForwardPT.com
Jillian Mattson caught a medication error. She had an order for Ceftriaxone 2G IV for her patient but received Cefazidime 2G IV on the unit. She caught the error before it was given to the patient and obtained the correct IV. Thank you Jillian for practicing good attention to detail.

We had 6 near misses reported in August 2019 and we are meeting goal of >80 near misses in FY19. The following people submitted the near miss occurrences in August.

- Allyson Ramos
- Banning Barbara (2)
- June Napolitano
- Karen Mounts
- Senada Duracak

Thank you to our pharmacy team!

**Pharmacists:**
Claudia, Steve, Barb, Todd, Kelani, Ruth, Ernie, Cheryle, Bill, Ed, Lauren, Jen, Kelly & Maureen

**Pharmacy Technicians:**
Jess, Sheila, Lynne, Judy, Greg, Beth, Lany, Zeena, Jackie, Allison, Rachael, Kris, Farishta & Andy

**Pharmacy Week**

October 20 - 26

Thank you to our pharmacy team!

Recognizes

Matthew Scavo
Physical Therapy - NH

**Employee Giving Article**

Continued from Page 1

There are also great Gaylord giveaway items such as lunch bags, insulated tumblers, coffee mugs and more depending on your gift giving level.

This is the employee phase of the Think Possible Campaign, join the board, managers, patients and community partners as we work towards becoming a Destination Center. Please stop by the cafeteria for more information - no gift is too small or too large!

See the raffle items on page 6.
Thank You!

Employee Giving Campaign

Gaylord Specialty Healthcare

Donors are the Difference; Employees Make it Possible

October 21 - November 8

Raffle Prizes

55" Sharp TV

iPad Mini

Bose Headphones

Gaylord Gear Gift Certificate

Gaylord Bracelet

by: ACHIQ DESIGNS

$75 Gaylord Gear Gift Certificate
Employee Giving Campaign

WHY GIVE?
Employee giving is a powerful statement to our patients and the community that we believe in Gaylord’s mission and are united in our commitment to provide great patient care and clinical outcomes.

Participation is Key!
Every gift is important. Everyone can make a difference! When combined with other gifts, the impact of our participation can be dramatic.

Evergreen Society
Once you enroll you won’t need to sign-up again-unless you decide to make a change. Each year the committee thanks Evergreen Society members with a special event at the conclusion of the campaign.

358 $109,965
employees participated pledged in 2019

EMPLOYEE INFORMATION (Please print)
Name_________________________________________Department__________________________
Address_______________________________________Work Phone__________________________
City________________________State_____Zip____________Location/Floor___________________

AMOUNT OF GIFT*

☐  $40.00 per pay period ($1,040)  ☐  $5.00 per pay period ($130)
☐  $19.02 per pay period ($494.52)  ☐  $3.00 per pay period ($78)  ☐  Other $_____________
☐  $10.00 per pay period ($260)  ☐  $2.00 per pay period ($52)

*Payroll deduction will continue until you initiate a new level or terminate your deduction with the Development Office
Employee name will be on Donor Wall upon completion of Renovations.

GIFT DESIGNATION

☐  Think Possible Campaign  ☐  Gaylord Fund
☐  Special Needs Fund  ☐  Other_______________________
(Pool, Patient Exp., Nursing, Inpatient, Outpatient)

METHOD OF PAYMENT

☐  Payroll deduction (Please check desired amount above)
☐  My check/cash is enclosed $__________ (Make checks payable to Gaylord Hospital)
☐  Please charge my gift of $__________ to my: ☐ Mastercard ☐ Discover ☐ Visa ☐ American Express

CC#_______________________________________Exp. Date____/______CVV Code___________
(Two digit code on back of card)

Signature___________________________________

Donors are the Difference; Employees Make it Possible
Come Down for Some SPOOKTACULAR Food

Spooky Slider Station
Bat Wings
Candied Sweet Potato
Halloween Bark
Tricks & Treats

October 25th
11:30-1:00PM