

Relias Replaces HealthStream

Dear Gaylord Staff,

With the launch of UKG, we have a new healthcare training platform, Relias, which replaced HealthStream. Now, all training will be branded under Gaylord University! Relias has a tremendous Learning Management System with over 30,000 courses designed to support self-guided learning, personal and professional development, and courses with CEU eligibility. In the next few months, you will have access to all of these courses!

Please Note: Upcoming Required Training

- Gaylord's Required Employee Annual Training (G.R.E.A.T training) replaced our annual Ed Expo training. As part of our ongoing commitment to maintaining a safe and compliant workplace, we would like to remind you this mandatory training will take place from April 15 to May 30. May 30 serves as a hard deadline with no exceptions.
- Relias' courses for G.R.E.A.T have been shortened, streamlined, and updated. The user-friendly system can also be accessed through UKG's Mobile App – you no longer have to go to another system to complete your training. Attached are the instructions for accessing UKG Learning through UKG Pro and Mobile App. Please see below for each course overview and the time commitment to complete.
- All courses will be assigned to you, and you will receive a notification asking you to complete them. Your Manager/Supervisor will receive them as well.

As a reminder, Gaylord has mandatory requirements for all employees that must be adhered to. The mandatory requirements include:

- Gaylord Required Employee Annual Training (G.R.E.A.T)
- Mandatory Flu Vaccination
- Mandatory Education Assignments (e.g., Sexual Harassment Prevention)

Failure to comply with these mandatory requirements will result in the following consequences:

1. On deadline: Up to 1-week suspension without pay or PTO, providing time to complete the assignment with a written warning.
2. 1-week post deadline: Continued suspension for up to a second week, issuance of a Final Written Warning
3. 2 weeks post deadline: Termination with no PTO payout.

Please prioritize completing these mandatory requirements within the specified timeframe, May 30, to avoid adverse consequences. Thank you for your attention, and please reach out to your Manager/Supervisor or Human Resources Business Partner if you have any questions or need further clarification.

Best regards,
Mitch Podob, VP of Human Resources

Our mission is to enhance health, maximize function and transform lives.

FYI

Our Values are

Integrity

Compassion

Accountability

Respect

Excellence

FYI DEADLINE

The deadline for the next FYI is Friday, April 26.

Email: publicrelations@gaylord.org

They Think Possible! Congratulations to Gaylord's winners of the 2024 Hamden Chamber of Commerce Healthcare Warrior Awards

2024 Hamden Chamber of Commerce
Healthcare Warrior Awards



Congrats!

James Greene
Healthcare Warrior – CNA

**Corey Podbielski,
PT, DPT, CSCS, OCS
and Atty. Trevor Doyon**
Healthcare Warriors – Volunteer



James Greene

Healthcare Warrior – CNA

Patient care tech Jim Greene is a well-respected “jack of all trades” who approaches everything he does with a zeal and passion matched by few. Beloved by his patients and highly respected by his team, Jim has voluntarily added three additional positions – clinical support associate, cardiac monitor technician, and supply utilization coordinator – to his plate and volunteers to serve on a number of committees to improve patient care.

“Jim is willing to take on new things and give it his 110 percent effort,” says Chief Nursing Officer Lisa Kalafus.

“Jim is loved by his patients and his care is exceptional. There is no Jim in the mix – it’s all about the patient. It is the main focus of his being.”

Corey Podbielski, PT, DPT, CSCS, OCS and Atty. Trevor Doyon

Healthcare Warriors – Volunteer

As co-head-coaches of the Gaylord Wolfpack sled hockey team, Corey and Trevor are 100% all-in.

The dynamic duo has tightened the team rapport and created many new traditions that have led to extraordinary team bonding. Corey and Trevor also volunteer to play when needed, and have mastered the difficult art of learning to play hockey on a sled instead of on skates. Corey’s experience as a Gaylord physical therapist brings a deep understanding of players’ abilities and needs.

“The camaraderie they have built supports our players to be the best version of themselves,” said Katie Joly, Gaylord Sports Association program manager. “Corey and Trevor hold our players to a high standard of expectation ... and it brought us to a national championship.”

Escape Room

Situation: A patient has eloped, and a "Signal 1" has been called. Time is crucial. Your mission is to follow a series of challenges and clues to identify the missing patient and ensure their safety. You have a total of 30 minutes to find the patient and complete the escape room. The team who completes the escape room the fastest wins a prize. Make your team of 3-5 staff members.



A promotional graphic for an escape room event. The background is a dark, atmospheric hospital hallway. In the center, a magnifying glass focuses on a QR code with the text "SCAN ME" below it. To the right, the date "5.17.24" is displayed in large, white, 3D-style font. Below the date, the text "ESCAPE ROOM PATIENT PURSUIT PROTOCOL" is written in a similar 3D font. At the bottom center, the text "SCAN TO SIGN-UP" is written in a bold, white font. In the bottom right corner, the Gaylord Specialty Healthcare logo is visible.



Want to receive **OPEN SHIFTS** notifications on your cell phone?

Make sure your UKG contact information profile has your **CELL** phone number in the **PRIMARY HOME PHONE** field.

We are trying to transition into using this primarily as the way to offer open shifts vs individually texting people on our staffing phone.

Telephone

Primary Home Phone

Select Country ▼

This is under the person tab in UKG. To update, click name address and telephone option, Edit and input phone number. Cell phone numbers **MUST** be listed under the primary home phone field.

APRIL IS NATIONAL OCCUPATIONAL THERAPY MONTH

Thank you
OTs



CLINICAL SUPPORT DEPARTMENT OF THE YEAR



Scan to nominate

Nominate Today!

Voting open April 8 -26

Winner announced
during Hospital Week,
May 13-17

Medical Laboratory Professionals Week

April 14-20, 2024

Gaylord's partnership with Quest Diagnostics began in June of 2016.



8

phlebotomists on our team



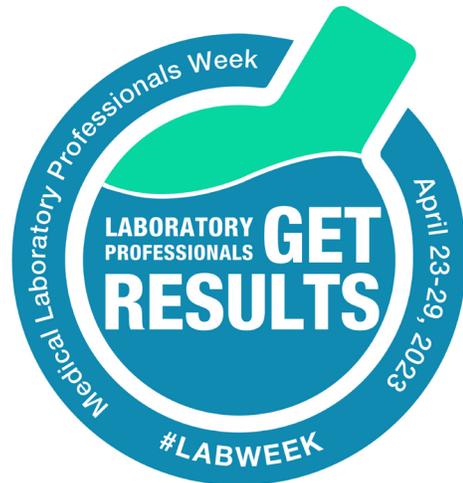
HUNDREDS

of specimens processed per day



TENS OF THOUSANDS

of specimens processed per year



Thank you to our partners in patient care, Quest Diagnostics!



Calling all employees, family & friends



Don't shoulder the pain alone.

Gaylord doctors can help.

No referral needed

Call ext 2845



Outpatient/Wallingford campus

Health Information Professionals Week: April 15-19

The American Health Information Management Association (AHIMA) reminds the industry to appreciate our Health Information Professionals annually. The staff in the Health Information Management (HIM) department is responsible for the collection, storage, coding, analysis, and interpretation of patient information to ensure an accurate and complete medical record that is available when needed to provide patient care. Health Information Professionals work at the intersection of healthcare, technology, and business. They connect people, systems, and processes to help make sure that sensitive health data remains accurate, accessible, protected, and complete. As healthcare advances, Health Information Professionals will continue to be the custodians of patient data and stewards of health information. Gaylord's HIM team is committed to remaining flexible and adaptive with the ability to quickly change course due to the frequent regulatory changes and increased use of advanced technology.

Positioned at the intersection of healthcare, technology, and business, professionals in the health information space possess a uniquely comprehensive view of a resource critical to meaningful health innovation. In medical coding, clinical documentation integrity, data analytics, management, privacy, security, and beyond, Health Information Professionals empower our partners in healthcare to provide high-quality, lifesaving care.

The Health Information Professionals at Gaylord have a combined total of over 177 years of experience and commitment to the health information of the patients treated. Thank you to all of our dedicated staff in this vital department!



Thank
you!

- Tracey Nolan, HIM Director
- Karen Ingham, Medical Records Coordinator
- Melissa Pudlo, Admin Assistant
- Mary Afeltra, HIM Assistant
- Sharon Griffin, Release of Information Coord.
- Barbara Carrano, OP Coder
- Donna Rivera, OP Coder
- Kristen Cashman, IP Coding Specialist
- Kerry Williams, HIM Assistant
- Alyssa Cardona, IP Chart Analyst
- Gail Carr, Transcriptionist





innovation OF THE Year Award

May 13 • 12pm
Brooker Lecture Hall

Recognizing our staff for
Message in a Minute videos.

4th Annual
CHAMP Awards

Gaylord
Specialty Healthcare

Monday, May 13
Brooker Lecture Hall, 12 p.m.
Candy / Popcorn / Photo Op's / More!



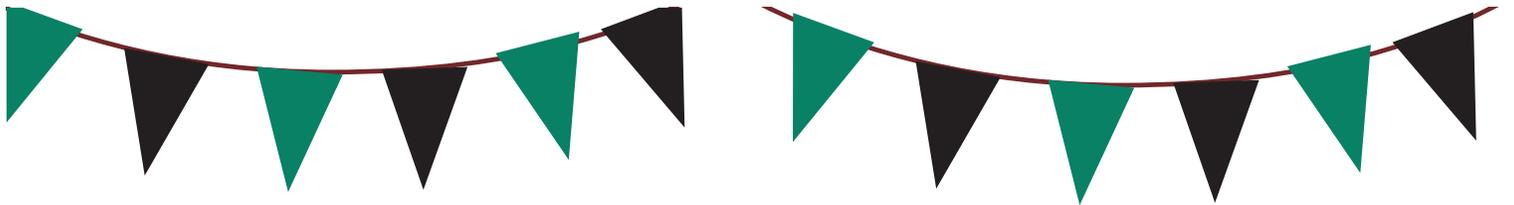
**SAVE
\$10**
USE DISCOUNT CODE:
Staff24



06 15 24

REGISTER TODAY

www.gaylordgauntlet.org



Nurses' Week **NOMINATIONS**

Scan the QR Codes to Nominate



Unit Superlatives

Milne 1	Hooker 1	Lyman 1
Milne 2	Hooker 2	Lyman 2

Preceptor Award	Leadership Award	DAISY Award

Voting closes April 19



In honor of the SOLAR ECLIPSE



On April 8, eclipse-related excitement filled the air! Staff were absolutely “over the moon” to be treated to a special Moon Pie snack, courtesy of Human Resources. Later, many staff and patients gathered outside to witness the eclipse unfold.



Jeans for Charity: Friday, April 19



The featured organization is:

**The Spanish
Community of
Wallingford**

[Click here to learn more.](#)

Employees need a Jeans for Charity sticker or button to indicate their participation.

Stickers can be purchased for \$2 in the cafeteria, Jackson Java, Human Resources, Jackson 2 outpatient, North Haven, Cheshire, Cromwell and Madison.

April	May	June	July	August
Occupational Therapy Month	Stroke Awareness Month	National Nurses Week May 6-10	Jeans for Charity June 7, 21	Jeans for Charity August 2, 16, 30
Jeans for Charity April 19	Better Hearing and Speech Month	National Hospital Week May 13-17	Gaylord Gauntlet 5k June 15	Legacy Week July 8-12
National Volunteer Appreciation Week April 21-27	Mental Health Awareness Month	Gaylord Golf Classic May 20		
Patient Experience Week April 29-May 3	Jeans for Charity May 3, 17, 31			
	Clinical Trials Day May 10			

DISCO COFFEE CART



The D.E.B.I. Committee would like to thank everyone who participated in the Disco Coffee Cart. They had a great response to their survey.



Celebrate Volunteer Appreciation Week April 21-27

National Volunteer Week was established in 1974 to recognize and celebrate the efforts of volunteers across the country. It is a time to honor and thank volunteers for their commitment to patient care and their compassion toward patients, staff and the community.

Gaylord celebrates its team of hospital volunteers who bring their "A" game every time! We celebrate all of you and are grateful for your time, your dedication and your compassion while providing support to patients and their family members and Gaylord staff.

Thank a Volunteer.



Aimee-Musician
Annmarie-Gift Shop
Barbara-Transporter
Bill-Transporter
Cathy F.-Admissions
Cathy M.-Infection Prevention
Cherlynn-Human Resources and Gift Shop
Chris-Transporter
Christopher-Transporter
Dae-Ellen-Radiology
Della-Gift Shop
Denise-Gift Shop
Dino-Transporter
Don-PR/ Marketing
Gianna-Inpatient Therapy
Greta-Transporter and Friendly Visitor
Irene-HIM
Janet-Friendly Visitor
Jay-Transporter
Joao-ABI Peer Mentor and Traurig Art

Joe-Transporter
John-Transporter
Kathy-Eucharistic Minister
Kerry-Materials Management
Kim L.-ABI Peer Mentor
Kimberly M.-ABI Peer Mentor
Linda-Admissions
Mary Lee-Eucharistic Minister
Maureen-Transporter
Melinda-PEX/Transporter/TR Greenhouse
Mike-Transporter
Norm-Library
Paula-Gift Shop
Phillip-Transporter
Raymond-ABI Peer Mentor
Rich S.-ABI Peer Mentor
Rich W.-Transporter
Ron-Transporter
Susan-Transporter and Gift Shop
Tom-ABI Peer Mentor

Did you know Gaylord holds a weekly 'Photo of the Week' Contest on the intranet homepage?

Share your amazing photos with us and your photo may be chosen for display on the intranet homepage for one week for all to see. Please email photo entries to publicrelations@gaylord.org with your name, department, title and brief description of the photo.



NEW: Massages for Inpatients

OIM (Office of Integrative Medicine) is excited to offer massage for inpatients with our massage therapist Rosa Traverso beginning April 30. For nursing staff and treating clinicians: if you have a patient who is interested, please contact their physician to determine if they are appropriate and to write an order. If you have questions or would like more information, please contact Lea Grimaldi at lgrimaldi@gaylord.org or Leigh Golembiewski at lgolembiewski@gaylord.org.

For more information contact:
Lea Grimaldi, OIM Coordinator
X3332 • lgrimaldi@gaylord.org



Be Innovative.
Think Possible.



Share your
innovative
ideas with us.

Scan the QR code or
email innovation@gaylord.org

REMINDER
for all emergencies dial
3399



WE ARE **ALL** THE
PATIENT EXPERIENCE



PATIENT EXPERIENCE WEEK
April 29 - May 3, 2024

Employee Meeting

TUESDAY
APR 30

12:10PM
ZOOM
and
BROOKER
LECTURE
HALL

Check your
email for
Zoom link
information.



Gaylord Wolfpack Sled Hockey Team Awarded \$10,000 Grant



The Gaylord Sports Association was recently awarded a \$10,000.00 grant from the Hartford Wolf Pack Community Foundation. The grant will be used to help support the Gaylord Wolfpack Sled Hockey team with travel and equipment expenses. The check presentation took place on Friday, April 12 at a Hartford Wolfpack Hockey game with Erik Hansen from the Hartford Wolfpack, team coaches Trevor Doyon and Corey Podbielski and sled hockey player Anthony Kuntz. The team had players, friends and family in attendance to cheer on the Hartford Wolfpack! The Sports Association thanks the Hartford Wolfpack Community Foundation for their generous support!



September	October	November	December	January 2025
Jeans for Charity Sept. 6, 20 Corks & Forks Sept. 19	Jeans for Charity October 4, 18	Jeans for Charity November 1, 15, 29	Jeans for Charity December 6, 20	Happy New Year



**American
Red Cross**

BLOOD DRIVE

Sponsored



WEDNESDAY

MAY 1

11 AM - 4 PM

BROOKER BUILDING

To schedule an appointment call: (1-800-733-2767)
or visit: redcrossblood.org-enter Gaylord



American Heart Association.

Heart Walk

Sunday, May 5
Lighthouse Point Park
New Haven
Check-in 9am
Walk begins at 10am



JOIN THE
“Gaylord Gait-ors”
HEART WALK TEAM



Scan to register for free

For questions, contact Gaylord Team Captain, Stephanie Zanvettor at szanvettor@gaylord.org



Committee Engagement FAIR

Learn more about
Gaylord's committees

Tuesday, May 14

11 am - 1:30pm

2:30 pm - 5 pm

Brooker Lecture Hall

Refreshments and
Raffle Prizes!

Stop by for your chance to
win Blackstone Portable
Grill, iPad Mini Tablet, Apple
Ear Pods.



SAFETY FAIR

Thursday, May 16 • Brooker Lecture Hall • 7am-5pm

Educational, Fun, Raffle Prizes and Giveaways!

Yankees Healthcare Workers Appreciation Week

May 17 - May 22

Join your fellow healthcare professionals and the New York Yankees for select games in May at Yankee Stadium.

Each Special Event Ticket includes:

Either a New York Yankees Scrub top or tumbler co-branded with their healthcare appreciation logo and \$15 New York Yankees Food & Beverage Voucher* (ONLY FOR 5/20, 5/21, 5/22 Games)

[Click HERE for ticket information](#)



Attention FYI Readers:

If you would like to submit an article, promote an event, etc., in FYI, please email: publicrelations@gaylord.org with your details.

Thank you!

OT Month Reels

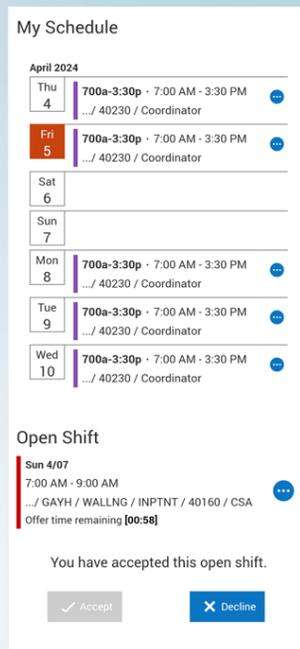
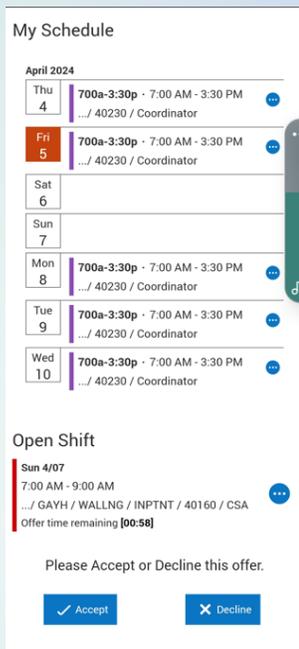
April is Occupational Therapy (OT) Awareness Month and the crew decided to use reels to educate folks about what OTs do for our patients. Check out the "Of Course" videos featuring staff from Wallingford and North Haven on Gaylord's Facebook and Instagram accounts.



Staffing Open Shift Requests

- Staff will receive a Text of open shifts that need to be filled.
- It will come from an unknown or a number with 833 area code (suggestion: save as contact: UKG open requests, to be easily identified)
- It will display the date, time, floor and job
- A link will appear to either Accept or Decline the request.

Open Shift
Sun 4/07
7:00 AM-9:00 AM
.../INPTNT/40160/CSA
M2 x 1
Send UQVQ to accept or
go to [https://a0118.prd](https://a0118.prd.mykronos.com/fos/a/cjX4B1KExY)
[.mykronos.com/fos/a](https://a0118.prd.mykronos.com/fos/a/cjX4B1KExY)
[/cjX4B1KExY](https://a0118.prd.mykronos.com/fos/a/cjX4B1KExY)
00:59



- Accept the shift or decline the shift
- A message will be sent back to Staffing
- Once Accepted the button will turn grey
- Once Staffing accepts the request the employee will receive a text confirmation

You have been assigned to
this shift:
Sun 4/07
7:00 AM-9:00 AM
.../INPTNT/40160/CSA
Thank you

Shift awarded:
Sun 4/07
7:00 AM-9:00 AM
.../INPTNT/40160/CSA

VOLUNTEERS NEEDED



We are excited by spring's arrival and even more excited that the Gaylord Gauntlet is coming up on Saturday, June 15, 2024! The event will be held on Saturday, June 15, from 7:00AM – 3:00PM. *Please note that this is a different weekend than in past years.*

Why volunteer for the Gaylord Gauntlet? That's EASY – first you are helping to support adaptive athletes like Natalie, Jay and Jillian get involved in adaptive sports like obstacle racing... and second, it's a BLAST! You get to cheer on all the runners challenging themselves to complete this 5K obstacle run! AND you will get a free beer for all your hard work (those under 21 get a Gatorade). We will provide a bag lunch, plus you will get a volunteer T-shirt.

Here is some information about the event and the volunteer roles:

- The event will be held from 7:00AM – 3:00PM. The first running wave will kick off at 8:00am and the last wave will start at 2:00pm.
- Volunteer time slots are: (1) All Day, 7:00 AM-3:00 PM, (2) Half Day 7:00 AM-11:00AM and (3) Half Day 10:00 AM – 3:00 PM.
- If you are also running the race, we can usually work within your availability if you would also like to volunteer.
- Volunteer roles include: Obstacle volunteer (the most volunteers are needed in this role), registration area, festival area, race start/finish line and the medical tent (for qualified volunteers).
- There is a place on the registration page to let us know if you have any limitations or other requests.
- We typically need about 120 volunteers to make this event possible, so thank you for your support! If you know anyone else who may be interested, please feel free to pass along the information.

If you would like to volunteer for this year's event, volunteer registration is open and can be accessed on the event webpage at: www.gaylordgauntlet.org.

Gaylord Gauntlet Volunteer Committee Co-Chairs
Craig Stearns – cstearns@gaylord.org
Katie Joly – kjoly@gaylord.org
Joe McAndrew - JMcAndrew@gaylord.org





innovation OF THE Year Award

May 13 • 12pm
Brooker Lecture Hall

Help us choose the winner!

Read through the four finalist innovations and pick one who deserves to win. To vote, scan the QR code. One vote per person. **Be Innovative. Think Possible.**



Nursing Competency Validation

Opportunity

Traditionally, the Nursing department held a two-day annual event called "Validation Day" where competencies were validated. Many hours of planning and preparation went into Validation Day each year. Nursing staff and other disciplines were pulled away from their patients to help teach. Make-ups were organized each year for staff who were unable to attend the event. Feedback from participants was that the topics were repetitive, too time consuming and validators were often teaching rather than verifying competency. The cost of just the nursing staff who attended validation day in 2022 was over \$20,000. This did not include the nurse educators, administrative support, other disciplines who taught, catering, supplies, etc.

Innovation

In 2023, the Nursing Education team implemented a revised competency process where skills were validated over a seven week period. Staff were given the choice to have their skills validated in real time on the nursing unit or in a simulated environment with Nursing Education.

Today

Feedback was overwhelming positive that the new competency process was more efficient. Nursing will continue this revised competency process in 2024. A future innovation would be to make this competency process paperless with electronic record.



Opportunity

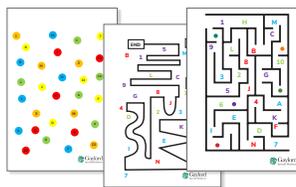
Occupational therapists (OTs) evaluate functional cognition using occupation-based measures and completing performance-based tests. This is conducted by evaluating patients' cognitive strengths and limitations in the context of activities of daily living (ADLs) and instrumental activities of daily living (IADLs). Assessing functional cognition in the context of ADLs and IADLs is necessary to identify cognitive impairments that may challenge a patient's ability to accomplish real-world tasks. Many tools can assess cognition (i.e. MoCA, SLUMS, SBT, etc), however, these tools often have one or more barriers that limit their use. In particular, these tools often: require costly training to access and deliver; are designed to assess community-dwelling populations, not inpatients; are developed as a disease-specific diagnostic tool; and lack key domains of cognitions relevant to patients' rehabilitation.

Innovation

In 2021, Emily Meise, MS OTR/L saw this need and approached the research department for their help in creating a new OT-derived cognitive screen. Together, Emily and the research department worked with an internal expert panel to refine Emily's initial draft, resulting in the creation of the Gaylord Occupational Therapy Cognitive (GOT-Cog©) Screen. This tool has 24 items that represent 9 domains of cognition typically impacted by brain injury, stroke, and hospitalization, including: Verbal Fluency, Attention, Orientation, Delayed Recall, Visuospatial, Divided Attention, Auditory Memory, Sequencing, and Functional Problem Solving.

Today

After 2.5 years, the GOT-Cog has been developed and is the current assessment of record for Gaylord's inpatient OT department. A multiphase study was conducted to evaluate the validity (accuracy), reliability (precision), and responsiveness (change over time) of GOT-Cog. From this study, 1 manuscript was published in the American Journal of Occupational Therapy, with a second currently being considered for peer review, and at least 2 more on the way. Following the initial manuscript, Emily and the research department have been contacted by other OT practitioners and investigators across the US and internationally for more information on the measure.



Vestibular and Vision Rehab Exercises

Opportunity

In North Haven, Jadean Hoff, outpatient neuro physical therapist, realized a need with our vestibular and concussion patients for a more diverse set of vision, vestibular, and cognitive exercises. With large poster boards, I started hand drawing mazes; complex line patterns; and shapes, dots, and number charts. I had 4-5 types for use in the clinic with extras made to give to patients for their HEP. Each one would take about 10-15 minutes to make. At a certain point, it was neither time efficient nor cost effective to continue making these.

Innovation

Upon suggestion from Joy Savulak, who saw my designs, I submitted an idea to the committee to create something more permanent. With the assistance of Laura Phipps, Kaila Morin, and Jacob Hunter, we made the posters come to life. Now there are 9 unique posters, consisting of 3 categories and 3 levels of difficulty. They are called mazes, lines, and dots; levels I-III.

Today

North Haven has 3 sets of each pattern (total 27) of laminated posters, which are used for vision, vestibular, and cognitive exercises. The vestibular and concussion, physical therapists, as well as the occupational therapists, utilize them. There are no set instructions, so the therapist can create a very individualized and unique treatment for each patient. The next stage of this project, since the first stage has been successful, is to print paper copies of the posters, to be given to patients for their HEP. This project has saved significant time for myself (Jadean Hoff) and the aides in drawing the original poster boards, leading to greater productivity for patient care and other duties.



Paper Reduction

Opportunity

For the past year I've had the pleasure of working on every floor in multiple roles at Gaylord. In that time I have consistently heard a specific gripe from countless staff. "Erik, why do they even print these, [dietary reports], we don't need them." Time after time I have seen these reports go directly into a shred bin. Everyday, on every floor, for every patient these reports that are accessible in an electronic format were being printed, and wasted.

Innovation

Initially, during my Meditech expense CSA onboarding, I brought up the waste of these reports. I asked if it were possible to stop sending them, if the information was available in the new expense system. I didn't hear a follow-up, but there was definitely interest in limiting this waste. A few months later I found myself having the same conversations with Dr. Sicklick, discussing the waste, the cost and the ability to present this information in a useful format.

Today

We now have an opportunity to address not only a cost concern, but also make an environmental impact. The dietary reports are a great start, and will hopefully lead to further innovation to bring our information sharing into a digital age. Just by addressing dietary reports 65,700 pieces of paper a year, thousands of dollars in paper, and many trees are saved. My ultimate goal is for this to be the beacon for additional improvements that can further address our environmental footprint and wasted costs.



Refer A Friend

Employee Referral Bonus Program



Helping fill jobs is **ALL** our job. Get paid to help.

*REFERRAL BONUS	POSITION
\$2,000	RN
\$2,000	Respiratory Therapist
\$2,000	PT
\$1,500	LPN
\$1,000	PCT
\$1,000	Residential Rehab Tech
\$1,000	Intake Rep
\$500	EVS or F&N

Traurig House

*For program details and payout schedules, contact HR.



Fiducius
A Better Kind of Benefit



Gaylord
Specialty Healthcare

Fiducius Student Loan Financial Planning Benefit

Gaylord Specialty Healthcare has covered the administrative cost of the Fiducius platform to encourage employees to start taking control of their student loans with the guidance and assistance offered by Fiducius.



Begin today by completing the short online assessment.



<https://gaylord.myfiducius.com/login>