On Tuesday, April 19, 2022, hundreds of the State of Indiana’s long-term employees came together to celebrate almost 30,000 collective years of service to our home state! At the Governor’s Long-Term Employee Reception, we celebrated 634 employees who’ve achieved 35, 40, 45, 50, 55, and 60+ years of service milestones in the last two years.

Notable among these dedicated state employees are two long-term INDOT employees celebrating 60+ years with the State of Indiana: Construction Engineer Fabian San Miguel Celebrated a remarkable 61 years of service with the state in 2021, and Standards Engineering Assistant Monroe Grady is celebrating 60 years of dedication to the State of Indiana.

On behalf of 33,000 state employees, thank you, Fabian and Monroe for your exemplary service and the

(Continued on page 10)
Public Service Recognition Week is Well Underway

Since 1985, the first full week in May has been designated as Public Service Recognition Week (PSRW), honoring those who serve our nation as federal, state, county, or local government employees. This week we are honored to join together as State of Indiana employees are being honored and recognized for their public service.

Employees have enjoyed statewide events this week, including a heartfelt address by Governor Eric J. Holcomb, spirit days and social media spotlights. Across Indiana, our employees have repped their favorite sports teams, favorite vacation spots, and their years of service.

The final spirit day, Hoosier Spirit Day, is tomorrow, May 6. Show your Hoosier pride and join your teammates in celebration by wearing your favorite Hoosier gear—anything Indiana!

Then, enjoy the outdoors and Indiana’s natural beauty on Saturday, May 7 – and receive free admission! DNR is wrapping up PSRW by offering free entry to state parks and other properties on Saturday to state employees. Simply tell the gate attendant that you are a state employee.

As we bring Public Service Recognition Week to a close, we want to take a moment to remind you how much we appreciate all of our state employees—not just this week, but all year long. Thank you for everything you do to provide great government service to Hoosiers statewide.

The Spring Pulse

INSPD Director, Matt Brown discusses the results of the Pulse Survey

The Spring Pulse Survey results are in, and I am happy to say that participation this season was excellent. Thank you for filling out the survey and letting us know what matters to you. I have personally shared your responses with all levels of state and agency leadership. Now, we are sharing a summary of these results with you so that you can check the pulse of our state workforce. In addition to these results, I’d also like to share with you the ways in which we are working to align our workforce programming and policies with what you’ve told us matters to you.

Compensation
As part of Governor Eric J. Holcomb’s NextLevel State Work agenda, INSPD has been directed to undertake a compensation study to evaluate the state’s current job classifications and pay ranges alongside their current market value in Indiana. This study will lead to recommendations to improve the state’s current compensation system.

Benefits and Rewards
We continue to work towards improved employee health outcomes while maintaining low health care costs. This year, we have introduced several new programs for employees, including Group (Continued on page 11)
Hoosier Lottery Celebrates Beneficiaries

Each May, the Hoosier Lottery recognizes our beneficiaries - retired teachers, police, and firefighters. For more than 32 years, the Hoosier Lottery has contributed $30 million annually to local police and firefighters’ pensions, and $30 million annually to the Teachers’ Retirement Fund.

Indianapolis Metropolitan Police Department retirees Marshall and Kathy Depew understand the importance of the Hoosier Lottery contributions to their pension fund. Marshall says his dad, his hero, made a lasting impression of the meaning of hard work and what having a pension could do for a retiree. “He worked for General Motors, and I know what his pension meant to him. I wanted to work in a career where there would be some financial stability after all the time invested.”

Marshall, a lieutenant, retired in 2019 after 35 years. His wife, Kathy, a detective, retired in 2018 after 30 years. The Hoosier Lottery continues to help protect the retirement of those who dedicated their lives to protecting us by distributing nearly $760 million to local police and firefighters’ pensions since that first Lottery ticket sale in 1989.

Hoosier Lottery funds have benefited every county throughout Indiana. You can use the QR code below to see each Indiana county and recent annual dollars given to the beneficiary funds, the Lottery Surplus Fund, and amounts paid to winners and retailers.

“We continue to fulfill our mission to return maximum net revenue to the state in a socially responsible way,” said Hoosier Lottery Executive Director Sarah M. Taylor. “We have provided more than $6.7 billion to the state and awarded more than $15.9 billion in prizes to our winners. This May, and every day, we dream of a Stronger, Safer, Smarter Indiana.”

Article submitted by the Hoosier Lottery

Reminder - PeopleSoft FREEZE

The migration to the new PeopleSoft 9.2 is underway. Remember that there is currently a complete shutdown of PeopleSoft until May 10. No one will be able to access the system at all until that date.

After the launch of PeopleSoft 9.2, you will be required to enter your time in the new PeopleSoft HCM 9.2 payroll system that starts pay period 5/1-5/14/22. All employees must complete Employee or Manager Self-Service Trainings in SuccessFactors before May 6. Click the “Take Courses” tile to find trainings.

Thank you for your cooperation as we transition to the new PeopleSoft 9.2. We’re looking forward to a better experience for all state employees.

hoosierlottery.com/giving-back
Here’s Your Chance to Improve Your Health and Save Money! Call ActiveHealth Today to get Started on Health Coaching!

July 1 is the last day to call ActiveHealth to get started with 1-on-1 health coaching for the 2023 premium discount.

ActiveHealth health coaches can provide expert help to make healthy changes in exercise, diet, sleep, mindfulness, work-life balance, tobacco cessation, weight management or other areas you want to focus on. You set the priorities and the health coach provides information and suggests small changes to get you where you want to be!

Two options to earn the 2023 premium discount include 1-on-1 health coaching

• Health Coaching: Complete four 1-on-1 health coaching sessions with ActiveHealth.
• Health Coaching + Health Education: Complete two 1-on-1 health coaching sessions with ActiveHealth AND reach Level 3 in the ActiveHealth portal.

Don’t pass up this opportunity to work with a team of qualified professionals (such as registered dieticians, certified health coaches, certified personal trainers, exercise physiologists, certified diabetes educators, and more) to reach your wellness goals.

Get started – Call today!
Health coaches are available Monday through Friday from 9 a.m. to 9 p.m. ET and Saturdays from 9 a.m. to 2 p.m. Call 855-202-4219 to schedule a coaching session. The July 1 deadline to start is fast approaching, so get started today! The deadline to complete these activities is Sept. 30.

Check out this video to hear from ActiveHealth health coaches about what to expect from a health coaching experience.

Other premium discount activity options

• Fitness Tracking: If you have already started the fitness tracking option keep going! Make sure you are on track to reach 200 days by checking the counter in your ActiveHealth Rewards Center. The deadline to start this option was March 15.
• Group Coaching: Completing four group coaching sessions from the same series through ActiveHealth is another option to earn the 2023 Premium Discount. Register for a group coaching series through your ActiveHealth portal. The deadline to start this option is August 15.

Remember, if your spouse is covered on your medical plan, they must also complete one of the four options by the Sept. 30 deadline for you to qualify for the 2023 premium discount.

Learn more at www.InvestInYourHealthIndiana.com/ActiveHealth.
Skin Cancer Prevention Starts with You!

Get the facts about skin cancer
- Skin cancer is the most common type of cancer in the U.S. and worldwide.
- 1 in 5 Americans will develop skin cancer by age 70.
- Every hour, more than 2 people die of skin cancer.
- If you catch skin cancer early enough, you can be A-OK.
- Your risk for melanoma doubles if you’ve had more than 5 sunburns.
- Regular daily use of SPF 15 or higher sunscreen reduces your risk of melanoma by 50%.

9 ways you can protect your skin
1. Seek the shade, especially between 10 a.m. and 4 p.m.
2. Don’t get sunburned.
3. Avoid tanning, and never use UV tanning beds.
4. Cover up with clothing, including a broad-brimmed hat and UV-blocking sunglasses.
5. Keep newborns out of the sun. Use sunscreen on babies over the age of six months.
6. Use a broad-spectrum (UVA/UVB) sunscreen with an SPF of 15 or higher every day. For extended outdoor activity, use a water-resistant, broad-spectrum sunscreen with an SPF of 30 or higher.
7. Apply 1 ounce of sunscreen to your entire body 30 minutes before going outside. Reapply every two hours or after swimming or sweating.
8. Examine your skin head-to-toe every month.
9. See a dermatologist at least once a year for a professional skin exam.

Read on the Invest In Your Health Blog >

Group coaching myths—BUSTED!

Did you know that group coaching isn’t just like 1-on-1 coaching with a group?

Read more about group coaching and other group coaching myths on the Invest In Your Health blog. >

There’s still time to enroll in group coaching. Complete four group coaching sessions in the same series through ActiveHealth. Get started in group coaching by signing up for a series at myactivehealth.com/stateofindiana.

The deadline to enroll in group coaching is August 15.
What to know about eye health

It’s been said that eyes are the window to the world. We depend on our eye health and vision to do almost everything in our day-to-day lives – so it’s important to make sure we take care of them. Here are some easy steps to take to ensure your eyes stay healthy:

1. **Get regular eye exams** – typically once per year unless your doctor tells you otherwise.
2. **Wear sunglasses and protective eye wear** – not only can the sun’s UV rays damage your eyes, but it’s a good idea to wear protective eye wear when playing sports or doing home repairs.¹
3. **Know your family’s eye history** – tell your provider about any conditions that might run in your family.
4. **Eat a healthy diet** – eating nutritious foods and maintaining a healthy weight are key for good eye health.
5. **Don’t smoke** – get help to kick the habit or avoid it altogether.

---

**Wellness Webinar Series**

**A fresh look at eye health.** Our eyes are important, but how much do you know about keeping them healthy? We’ll talk about this and common eye problems during this session.

**May 17, 2022 | 10:00 AM, 12:30 PM and 4:30 PM, ET**

http://go.activehealth.com/wellness-webinars

---

Quonesha’s passion is to help others achieve the lifestyle they aspire to by understanding what is truly important in their lives.

Quonesha’s well-being tips:
We often don’t realize how long we stare at our computer monitors, TV’s and smartphones. Your eyes can get tired from too much screen time so be sure to give your eyes a break. Rule of thumb is a 20 second break every 20 minutes to rest your eyes by looking away or closing your eyes completely.

For those that wear contact lenses daily, be sure to give your eyes a break, too. This can be a day of glasses or just taking your lenses out early for the evening. Always wash your hands before touching your eyes or lenses and make sure you disinfect and replace your contacts as needed.

Overuse of contacts or screen time can sometimes cause your eyes to dry out as well – but dry eyes can become a serious problem. If itching, burning, or sensitivity become an issue, be sure to call your eye doctor for an appointment.

Not seeing clearly? Your optometrist can help.
If you have any of these symptoms, don’t wait – visit your eye doctor straight away to get checked out:

- Circles (halos) around lights
- Decreased Vision
- Double Vision
- Draining or redness in your eye
- Eye Pain
- Flashes of light
- Floaters (tiny specks floating in your vision)

BBQ Chicken Tacos with Red Cabbage Slaw

Vegetables (like cabbage) are great for your eyesight. Find these tangy tacos and more fun recipes at:
MyActiveHealth.com > Resources > Learning Center.

For more tips on how to manage your well-being, visit MyActiveHealth.com
Let's face it: Life can be stressful. We all have tough days, and sometimes they become tough weeks, months or even years.

Yet when it comes to being honest about how we’re feeling, we often shrug off inquiries with a quick “I’m fine,” “all right” or “OK.”

If we answered more honestly — admitting we’re overtired, struggling to balance it all or simply not feeling our best — could we help others do the same? Could we make talking about and finding support for mental health easier?


If you or someone you know has thoughts about suicide, seek help right away. To talk with a trained counselor, you may call the National Suicide Prevention Lifeline anytime at 1-800-273-TALK (1-800-273-8255). If you or someone you know is in immediate danger, call 911 — or go to the closest emergency room.

This program should not be used for emergency or urgent care needs. In an emergency, call 911 or go to the nearest emergency room. This program is not a substitute for a doctor’s or professional’s care. Consult with your clinician for specific health care needs, treatment or medication. Due to the potential for a conflict of interest, legal consultation will not be provided on issues that may involve legal action against Optum or its affiliates, or any entity through which the caller is receiving these services directly or indirectly (e.g., employer or health plan). This program and its components may not be available in all states or for all group sizes and are subject to change. Coverage exclusions and limitations may apply.

© 2022 Optum, Inc. All rights reserved. WF6517407 218110-032022
INSPD Team Wins IBB Flipping Finance Challenge, Receives Award for Innovation in Public Finance

Last month, Indiana State Personnel Department (INSPD) employees, Monterius Harts, Samantha James, Ashley Martin, Holly Serban, and Kate Wampler competed in Indiana Bond Bank’s (IBB) Flipping Finance Challenge (FFC) as team “No Money, No Problem,” and together took home the first ever Treasurer of State’s Award for Innovation in Public Finance.

Out of 13 challenges, team No Money, No Problem chose to design and propose a solution to a Jay County challenge called “Smells Like Teen Spirit,” focused on building opportunities for engagement and leadership development for youth in Jay County.

After a week in the research and design phase, team No Money, No Problem pitched their idea for a “Jay County Youth Leadership Council” (JCYLC) to current Jay County leadership and FFC judges. Their proposal included three primary pillars:

Pillar 1: Create a “Junior Council Member” status within the Jay County Council. Invite JCYLC members to attend and contribute to community-shaping dialogs at monthly county council meetings.

Pillar 2: Establish a JCYLC Mentorship Program. Invite Jay County small business owners and county government leaders to partner with JCYLC members in one-on-one goal setting, career planning, and leadership-skill-focused mentorship relationships.

Pillar 3: Establish a rotation of community-based events for JCYLC members, balanced between community service opportunities, meet and greets with small business owners and community leaders, and contributions to ongoing community events.

Participation in all parts of the program is driven by volunteers and rewarded by a series of community-based incentives. The proposed incentives were intentionally chosen to further drive engagement and participation in Jay County events and organizations.

Members of team No Money, No Problem say they’re glad to have heard about IBB’s Flipping Finance Challenge, and they thoroughly enjoyed the opportunity to create something new and generative as well as the opportunity to build lasting friendships through FFC.

Join INSPD team members next year at IBB’s FFC 2023 and compete for the coveted Treasurer of State’s Award. We can’t wait to see you there!
What in the World is the Flipping Finance Challenge?

It’s no secret that you, if only in part, choose public service because you believe you can use your skills to make Indiana a better place to live and work.

The Flipping Finance Challenge (FFC) is Indiana Bond Bank’s creative niche, designed to connect solution-oriented thinkers like you with local city/county government units in pursuit of innovations that make Indiana’s future better and brighter for the next generation.

“We don’t like to talk about problems. We like to try to solve problems,” says Mark Wuellner, organizer of the Indiana Bond Bank’s (IBB) 2022 Flipping Finance Challenge (FFC). And IBB’s laser focus on new ways to deliver solutions to the unique local financial issues were the seeds from which grew the FFC event. And like many a great idea, FFC began with a passionate team sketching out ideas on a napkin”.

Read the full interview here >
The Spring Pulse

Health Coaching, a new diabetes prevention program, and a new Employee Assistance Program (EAP). We have also worked to provide a way to connect employees to medical care through telephonic, virtual, and in-person options so that they work best for them. In addition to these improvements, we also introduced a new tiered network within our healthcare plans which can help lower your health care costs.

Flexible Work Arrangements
The Flexible Work Arrangements policy went into effect on March 7 and is being used by employees statewide. We continue to work towards more flexibility through alternative work schedules and remote work. The WHOLE Employee policy was created to encourage you to collaborate with your manager to increase both employee engagement and health and wellness-related activities during the workday. Additionally, later this summer we will be surveying state employees to determine what dependent-care barriers to employment exist and working to finding solutions that meet employee need.

Personal Growth
Your personal and professional development and growth matter to you, and they matter to us. A more educated workforce is a more effective workforce. The Education Reimbursement Policy that went into effect on March 7 standardized a $5,250 annual reimbursement for all full-time state employees with a year of continuous service. Not only that, but the WHOLE policy now allows employees to participate in professional development and educational opportunities during compensable work hours.

Diversity/Inclusiveness
It is important to us that every State of Indiana employee feels included and that they have equal opportunity. That is why we recently created a new job series for Equity Inclusion and Opportunity (EIO) roles throughout the state. This code standardizes the roles of those working within EIO, helps define what it means to be successful in these roles, and fosters peer-to-peer relationships across a variety of agencies. Led by Karrah Herring, Indiana’s first Chief Equity, Inclusion & Opportunity Officer, and her team, EIO Officers are working to make sure that every employee feels included, respected, and treated equitably.

Recognition
Recognizing employees who have gone above and beyond by working hard, innovating, adapting, being fiscally responsible, or providing great service to Indiana residents. Like Governor Holcomb recently said in his announcement to state employees, you are our number one resource—and recognizing that is important. To better recognize employees for their service to the state, we are working to re-invigorate the Spot Bonus program across all agencies, as well as establish the Governor’s Public Service Awards program to recognize employees statewide.

Thank you for sharing your thoughts through the Pulse Survey. Your feedback directs our efforts to make employment at the state what you want it to be. In the future, we plan on conducting The Pulse Survey twice each year—so be on the lookout for the Fall Pulse Survey later this year.

If you’re interested in seeing some of the results from the Spring Pulse Survey, please take a moment to check out this summary document.

Pulse Summary Document >

Matthew A. Brown
Director
Indiana State Personnel Department
Register for Pre-Retirement Planning Seminar

If you are serious about retiring from state employment, register now for the upcoming Pre-Retirement Seminar, sponsored by the Indiana State Personnel Department (INSPD). This day-long workshop is 8:30 a.m. to 4:30 p.m. on June 9th, 2022, in the IGC-S Auditorium. An hour break for lunch is also included.

This program is designed to assist state employees with advance retirement planning by providing information useful in making informed decisions. The recommendation is for an employee to take this training if they are planning to retire within the next year. A sound retirement requires careful planning involving numerous topics, including:

- Public Employees’ Retirement Fund
- Social Security information and options
- Insurance – options for both life and health insurance
- Benefits obtainable through Social Security and Medicare
- Hoosier S.T.A.R.T. – pros and cons of different types of investments for future retirement security.
- Key elements in estate planning, including: last will and testament, living will, health care authorization, durable power of attorney and death taxes.
- The Indiana Long-Term Care Program as an element of retirement planning.

This workshop is free of charge. Employees may attend the seminar one (1) time in their career as a State of Indiana employee* Your supervisor’s approval is required to attend. SuccessFactors automatically sends the supervisor an email asking him/her to approve your enrollment in this seminar. Neither travel time, mileage, nor vehicle allowance is paid/allowed.

- Click here to REGISTER. Your spouse is welcome to attend, but registration is not necessary if he/she is not a state employee. Registration is required to attend and seating is limited. Reserve your seat today by self-enrolling into the seminar. Please note: your spot is not reserved until your supervisor approves.

Questions may be directed to INSPD Learning & Development at spdtraining@spd.in.gov

* Should employees choose to attend additional sessions of this seminar, they are expected to use their own appropriate accrued leave time.

Microsoft is Hosting Indiana’s First Ever Innovation Application Summit!

Who is this for?
- Data Scientists, Architects, Business Leaders and those who love cloud computing and want to learn more about the most secure and scalable cloud in the world, Azure
- Business Leaders and Citizen Developers who want to learn more about the LOW CODE REVOLUTION and Microsoft’s Power Platform
- DEVELOPERS who are part of the 73M GitHub community

When is this event? - June 23rd
This will be an all-day event that will be hosted at the Government Center South Building, sponsored by IOT.

Breakout sessions will be hosted by Microsoft specialists and architects that are part of the extended State of Indiana account team.

Hold the date! Registration site coming soon!

If interested in attending or learning more, reach out to Elisa Phillips at EPhillips@iot.IN.gov or 570-573-4437.
The State of Indiana has introduced a new Education Reimbursement policy as part of the overall employee compensation package to encourage state employees to grow through advanced academic or professional licensing by providing financial reimbursement for eligible education expenses. Full-time employees who have been employed by a state agency for 12 consecutive months may be eligible for reimbursements of up to $5,250.00 annually.

Education Reimbursement

Am I eligible for Education Reimbursement?

Eligible Employees:
- Have been employed full-time and continuously with the state for at least 12 months prior to submitting their Education Reimbursement Program application.
- Have not received a disciplinary action in the 12 months prior to the end of the course.

Eligible Courses:
- All core and elective courses required for completion of a certificate.
- State licensure.
- Associate’s, bachelor’s, master’s, or doctoral degree program offered through, in, or associated with an accredited training or educational institution, school, or professional organization

Other acceptable courses include:
- Credit/no credit or pass/fail courses, refresher courses, and preparatory course work for licensure or certification when required for the completion of the program.

Reach out to your human resource director for more information or read the frequently asked questions below.

Read the Policy Statement >
Read the FAQ >

Referral Bonuses

The State of Indiana has introduced a new Referral Bonus as part of the overall employee compensation package to encourage state employees to refer talented applicants to vacant state positions.

How do I record my referral to earn a Referral Bonus?
1. When you refer an eligible employee to an open position at your agency, complete the State of Indiana Referral Bonus Program Form and submit it to the Human Resource Director before the referred employee’s start date.
2. Your application will be reviewed for approval by the human resource director based on criteria identified within the policy.
3. If eligibility criteria are met, your request will be reviewed.
4. Referral bonus funds will be released to you on your regular paycheck once the referred employee has been employed by the State of Indiana for six months and is performing satisfactorily.

Am I eligible to receive a Referral Bonus?
Yes, you are eligible to refer a candidate to your agency as of your first day of employment with a state agency.*

*If you recruit individuals as part of your job duties (Ex: Talent Acquisition) you will not be eligible for referral bonuses for recruited employees. However, should you refer an individual to your agency for a position that is not within your scope of responsibility, you may consult with your human resource director regarding eligibility for a Referral Bonus.

Who can I refer?
You may refer any qualified individual to an open position with your agency, though there are restrictions in place to prevent nepotism in state government.

Reach out to your human resource director for more information.

Read the Policy Statement >
**Historic Preservation Month**

May is National Historic Preservation Month, and the DNR Division of Historic Preservation and Archaeology (DHPA) celebrates Indiana’s historic places every May in a variety of ways.

This year’s theme is “That Exceptional One — Indiana’s Early Female Architects and Builders”. The DHPA produced a poster with images of 18 of these women.

Visit DNR’s website for more information on Historic Preservation Month and ways to celebrate >

**DNR Division of Historic Preservation and Archaeology Hosts Second Teddy Bear Camp**

The DHPA is hosting Teddy Bear Camp the week of May 8-14. This camp is for stuffed animals (not just teddy bears) belonging to kids age 5-12 in Marion, Hamilton, Hancock, Shelby, Johnson, Morgan, Hendricks, or Boone counties. The stuffed animals will visit a variety of places during camp to learn about history, architecture, and historic preservation.

Photos of camp adventures will be posted to Facebook daily. At the end of camp, stuffed animals and their kids will all be official “Junior Indiana Preservationists” and will get a certificate. Additionally, digital photo albums will be emailed to parents/guardians after the camp.

Visit DHPA’s website for more information >

Teddy Bear Camp Registration Form >
State of Indiana Employees are Invited to Shop at the Columbia Sportswear Employee Store

May 6th - May 30

What the Columbia Employee Store has to offer:

- All the latest products from the Columbia Sportswear Company brands (SOREL, Mountain Hardwear, prAna, and, of course, Columbia Sportswear, including PFG/PHG) all marked at Columbia Sportswear EMPLOYEE pricing (Up to 50% below regular retail pricing); discounts may vary
- This invitation is valid for all individuals within your organization: employees, members, interns, volunteers, retirees, etc., as long as they can provide proof of affiliation
- Invitation can be used multiple times throughout the timeframe listed on the invite
- Employee must show the attached invitation with barcode (printed or shown from mobile device) for access to the store
- This invite is valid for you + 4 guests (must be present with guests)
- This invite grants store access to the Columbia Employee Store in Henderson, KY only (offer not valid online)

What to bring to access the store:

- The attached invitation (printed or shown from mobile device)
- Company/Organization ID (i.e. paystub-printed or shown from mobile device, business/membership card, badge, signature of work email, uniform, etc.)
- Personal Photo ID

YOU'RE INVITED!

EXCLUSIVELY FOR:
State of Indiana

ITEMS ARE MARKED WITH EMPLOYEE PRICING
(UP TO 50% OFF RETAIL PRICING)

WHAT TO BRING
- This invitation
- Photo ID:
  - Proof of affiliation
  - Business card / membership card
  - Company email signature / pay stub
  - Original email / other form of affiliation

LOCATION
2480 US HWY 41 NORTH
HENDERSON KY, 42420

HOURS
SUN - THUR: 10A - 6P
FRI - SAT: 10A - 7P
(270) 854-3265

Questions? Please email: kentuckyemployeestore@columbia.com

Valid for you and up to 4 guests for multiple visits during your invite period. Columbia reserves the right to modify or cancel this offer at any time. Please present this original invitation to the receptionist for entry and again at checkout. This invitation is non-transferable. You must be present during shopping. The products purchased are intended solely for the buyer’s own personal use, including gifts to others. Resale of products is strictly prohibited. Columbia Sportswear limits the number of items purchased to no more than 10 of the same style. For team and company purchases, please speak to a member of our store management team. Other terms and conditions may apply. Offer may not be combined with any other offer or discount. Void where laws limit. ©2022 Columbia Brands USA, LLC.