State employees recall events of September 11

The 10th anniversary of the attacks on America approaches on Sept. 11. What started as just another day for most of us 10 years ago has now become embedded in our memory; many of us have vowed we will never forget.

Many Americans say they can pinpoint the moment when they learned President Kennedy was assassinated. The Sept. 11 attacks are now a defining moment for many generations.

The attacks killed nearly 3,000 people in New York, Pennsylvania and Washington, D.C. Of that number, 10 were former Hoosiers. True to our reputation, some 318 Hoosiers responded to the attacks by assisting with rescue and recovery.

Then a member of President George W. Bush’s White House staff, Governor Daniels was working at the White House the day of the attacks. “I hope to always remember those days,” he recently said. “For all I will ever know, those people on United (Airlines) Flight 93 saved my life.”

Terrorists had hijacked that particular flight, with the apparent intention of crashing it into the White House. However, passengers banded together and forced the plane to crash in a field southeast of Pittsburgh, killing all on board, but sparing additional loss of life.

SECC kicks off Sept. 13

The 2011/2012 State Employees’ Community Campaign (SECC) is about to get underway.

A Charities Fair on Sept. 13 will launch this year’s campaign, which will run through the month. The fair, which will be held from 10 to 11:30 a.m. in the Indiana Government Center South Atrium, will feature several charities who are recipients of our contributions.

This year’s chair is Major General R. Martin Umbarger, who serves as the state’s Adjutant General. The theme for the campaign, Serving Today, Improving Tomorrow, serves to remind us that the donations we make now will help our neighbors locally and globally today and tomorrow.

The only requirement for participating in SECC is that the organization to which you want to donate must have a 501(c)(3) ruling. Even better, you can donate money with a one-time contribution or take advantage of payroll deductions. Whichever method works best for you, we hope you will help us to reach our goal of $1.2 million.

Visit www.insecc.org for additional information.

Find out how you can help the victims of the state fair tragedy

(continued on page 5)
State agencies combine work and fun at the State Fair

You enjoyed an elephant ear and washed that down with a lemon shakeup. So now what? Why not renew your driver’s license at the State Fair? That might have been you if you stopped by the Bureau of Motor Vehicles (BMV) booth in the in the Toyota Exposition Hall sometime between August 5 and 21.

More than 1,800 licenses were renewed inside BMV2YOU, the state’s mobile license branch. Overall BMV performed nearly 2,500 transactions. The BMV worked two shifts and saw a constant flow of customers asking questions and some renewing their drivers licenses or registrations.

“I’ve talked to about 150 people today,” Harold Day, a controller with BMV said. “It makes the time go real quick and we’re providing a great service.”

Commissioner R. Scott Waddell was there engaging customers, many surprised that the BMV was able to do so much at the fair. Customers could go inside the mobile branch and sit down just like they would if they had to go to a license branch.

“I love this,” Waddell said on Aug. 9. “It’s the most fun we have all year. We’re already surpassing our previous transaction totals in the first few days. And I don’t mind talking to the customers and I think I’m winning them over too.”

This year, BMV more than doubled its previous best year transaction totals at the State Fair (2008 with 1,219 transactions).

“Every season in Indiana is a whole new job for us,” Shurr said. “We get a lot of boating and fishing questions and we answer a lot of questions about the upcoming hunting seasons.”

Conservation Officer Matt Shurr from District 10 (Michigan City) was one of many DNR officers on hand answering questions in the Natural Resources Building. A steady stream of people came through the building throughout the fair.

“This is for us to come out here each year and get to answer questions for people,” Shurr said of the outreach opportunity.

There were also hands-on opportunities inside as fellow conservation officers were busy teaching kids gun safety at the BB gun range.

Also a popular spot is the DNR Fishin’ Pond where kids of all ages could listen to a talk about fishing safety and fish for 15 minutes in the pond as part of the GoFishIN program.

Conservation Officer Dave Schwanke, standing, talks to kids about fishing safety at the Kids Fishin’ Pond. Seated at left is Clint Kowalik, head of the GoFishIN outreach program and coordinator of the pond.

We spotted other agencies at the fair such as IDEM, State Police, Secretary of State and the Office of the Attorney General.

A fairgoer fires away at her target under the supervision of Gary Catron, an Indiana conservation officer.

Commissioner Waddell speaks with a customer at the BMV2YOU mobile branch at the 2011 Indiana State Fair.
Intern bridges experiences with real world

The last day of INDOT’s summer intern, Joshua Roux, turned out to be quite memorable as he operated the UB-60 during an actual bridge inspection. Roux served as a Governor’s Public Service Summer Intern with the La Porte District’s bridge inspection division. Prior to stepping into the bucket, he was given a safety briefing and outfitted in the proper safety attire. Once hooked in the bucket, he was allowed to operate the controls, but only in slow mode.

Wayne Skinner, bridge inspection engineer and Roux’ supervisor, admitted he was looking forward to Roux’ college graduation, with the hopes of Roux joining INDOT permanently.

Roux and his wife also had the opportunity to ride alongside Governor Daniels recently during the governor’s seventh annual Ride with the Governor.

What to do in a dental emergency

To save your smile, it’s important to take action quickly in emergency dental situations. Delta Dental offers these tips on how to handle tooth injuries and pains:

- Knocked-out tooth
  Find the tooth immediately and place it in a glass of slightly salted tap water or cold milk without first cleaning or scrubbing it. Take the tooth to your dentist as soon as possible, preferably within 30 minutes of the injury and he or she may be able to replace it in your mouth.

- Broken tooth
  Rinse your mouth with warm water to clean the area and soothe the tooth. Place an ice pack on the cheek nearest the injury to help keep the swelling down. See your dentist as soon as possible.

- Toothache
  Keep food away from the tooth that hurts. Rinse your mouth with warm water after eating and floss your teeth. If your jaw is swollen, place an ice pack on the cheek that hurts. Do not put heat or aspirin on the painful areas. Toothaches can have a number of causes, such as an unnoticed cavity, gum disease, a crack in a tooth or a new filling that doesn’t fit right. See the dentist as soon as possible, particularly if swelling is present.

- Mouth sores
  Avoid acidic foods, such as oranges and pineapples, which can sting the sores. Often, sores in the mouth are canker sores, which are small ulcers. Call your dentist if your mouth sores persist for more than two weeks. If you notice any lumps or white patches in or around your mouth, you should see your dentist immediately, as they may indicate a more serious problem.

Whenever you have a tooth injury or pain, it’s important to seek care from your dentist as soon as possible. Keep your dentist’s phone number handy.

Want more information about your dental coverage? Contact customer service at Delta Dental by phone at 1-800-524-0149 or log onto the website: www.deltadentalin.com

DOC recognized for its compliance

The Indiana Department of Correction (DOC) has been presented the prestigious Golden Eagle Award by the American Correctional Association (ACA). The department joins the ranks of only 15 other correctional jurisdictions in the nation who have received such an honor.

The Golden Eagle Award is given to agencies who have achieved 100 percent ACA accreditation. All DOC facilities have achieved ACA accreditation and therefore received the honor.

DOC’s Central Office and facility staff play a role in the ACA’s audit on an annual basis. Staff participates in the audits as they may be called for an interview to provide documentation of compliance to the standards. They also may answer questions the auditor may have relating to the documentation and compliance.

ACA has many standards of excellence and some standards relate to human resources. Staff must ensure the standards are met and maintain the ACA folders/documentation in preparation for the annual Central Office/facility audits.

Want more information about your dental coverage? Contact customer service at Delta Dental by phone at 1-800-524-0149 or log onto the website: www.deltadentalin.com
Attention adventure seekers: sign up to volunteer or participate

Volunteers are needed to help with Indiana’s largest, hands-on outdoor recreation event, the Hoosier Outdoor Experience, Sept. 17 and 18. If you can’t help, be sure to mark your calendar to attend the third-annual two-day free event.

Held at Fort Harrison State Park, Indianapolis, this Department of Natural Resources (DNR) event features more than 50 hands-on activities allowing the public to try outdoor activities available in Indiana. The activities will include fishing, mock dig, road biking, mountain biking, kayaking, archery and target shooting.

Each day, the event opens to the public at 9 a.m. and runs until 6 p.m. Volunteers and staff are on site an hour before opening and an hour after gates close for setup and tear-down. Sign up to volunteer at 2011experiencevolunteers.eventbrite.com. The website lists the activities for which volunteers are needed and qualifications, if any, needed to help.

To find out more about volunteering, contact Cheryl Hampton at 317-232-1002 or champton@dnr.IN.gov or e-mail Brian Terrell at rterrell@dnr.IN.gov.

For more information about attending as a participant, see hoosieroutdoorexperience.IN.gov. Participants are encouraged to attend both days and to register in advance to help with staffing and planning.

Other outdoor pursuits participants can try include canoeing, bow fishing, off-road jeep rides, turkey calling, camping, hiking, horseback riding, birding, monarch watching, building for wildlife and just about any other outdoor activity you can imagine … and some you probably can’t.

Those who have already tried the activities can do them again and they also can talk with experts to help them further develop any newly found interests in the outdoors.

This is an all-in-the-family event. Although many activities are geared toward adults, the experience provides a great first step toward exciting children of all ages about becoming active outdoor enthusiasts. The youngsters get to do activities, too.

“Hoosier Outdoor Experience is unique because it’s mostly non-commercial. I’ve never been to another event where the enthusiasts leading things have been mostly non-professionals,” said Dan Valleskey, paddling instructor at the event.

Veteran experience-goers can expect a more convenient layout within the park this year. The idea is to make sure everyone gets to see all that’s offered. Fort Harrison is a big place, so past activities have been spread out. Having room between activities is nice, but in the past, many people have left before seeing all that’s offered, thinking they had.

To help participants get around, trolleys from the State Fair roll throughout the Experience, just as in the past, but this year activities will be set up in pods, making each trolley stop more action-packed. The goal is to allow participants to try multiple events before riding again.

In September

For a list of events for your participation, as well as information regarding commemorative posters and shirts, go to www.in.gov/dnr/historic/3674.htm.

The Modern Advantage Since 1914

Governor Mitch Daniels joined Modern Forge executives Greg (left) and Rick (right) Heim to announce that the longtime Illinois-based company will build a new facility in Merrillville. Building the new facility will create up to 240 jobs by 2014.
in our nation’s capitol.

The day has become known as “Patriot Day,” to honor those who lost their lives. Expect to see flags at half-staff that day. Americans are asked to observe a moment of silence beginning at 8:46 A.M. (EDT), the time the first plane struck the north tower of the World Trade Center.

SPD Communications staff asked a few state employees what they were doing on the day, according to an Alan Jackson song, “The world stopped turning.” Here is what they had to share:

**Don Stump, a district forester with the Department of Natural Resources**

Stump was on his way to address a class of forestry students at Purdue University when the news on the radio interrupted his drive: “The Twin Towers have been hit by aircraft.” Shortly before arriving at the training woods, Stump learned all aircraft in the United States were grounded.

While in the woods, Stump noticed the air was silent. “You normally don’t pay attention to a plane flying overhead, but the lack of that sound was quite apparent knowing what had transpired during the morning,” he said.

Sometime around 2 p.m. Stump and the students noticed a familiar sound, an airplane. Everyone gathered near an opening in the forest canopy and saw a single jet flying overhead heading east.

“We could only surmise this was Air Force One with President Bush aboard heading back to Washington,” he said. “I felt I was witnessing a bit of history while in the middle of a woods. I wonder how many others noticed the flight as well. Being a forester in a tranquil environment like the forest, made the sound of Air Force One even more apparent.”

**Nancy Gilbert, a member of the training section of the Department of Health’s Health Care Education & Quality Division**

Nancy Gilbert remembers sitting on Monument Circle, trying to comprehend what had just occurred that morning.

“I remember for my lunch hour, sitting on the Circle and reading the Emmis Communications news boards,” she reflected. “I also listened to the church bell from Christ Church tolling every few seconds and started to realize just how desolate it was downtown. Many of my co-workers went home early that day.”

**Patti Hutzel, a secretary in the code enforcement division of the Department of Homeland Security**

Patti Hutzel was working in the New York metro area and was directly affected within minutes of the first plane hitting the towers. It was clear that this was not an accident and many people started to worry for family members who worked in the area.

“Though we were located off Manhattan Island, this was happening in our front yard,” Gilbert explained. “Our building was locked down and our day was suddenly taken from a regular business day to a day of bustling, phones ringing and locating personnel to War Room meetings and discussions of how to support our various world military organization clients.”

In the weeks to follow, her company quickly moved from assessment to response to rescue to recovery. The entire surrounding area changed. It no longer was “the hustle and bustle of the New York City attitude and the quiet bedroom communities that were on the other side of the water,” she said. She added that there wasn’t a single person in the metro area that did not witness at least one funeral in the coming months.

Years later, Gilbert relocated to Indianapolis. She found herself talking with another newcomer in her office fairly regularly and their 9/11 experiences cropped up. The co-worker had recently moved to Indianapolis from the Washington, D.C. area and had been working near the Pentagon when it was attacked. His description of the chaos, panic and attitude change that he witnessed were all too familiar to what she had witnessed in New York.

They began dating and on Sept. 18, 2010, not 20 miles from where she witnessed the 9/11 attacks, they were married. Though the two events are otherwise unrelated, she can’t help but make the association in her head when someone asks when the two were married.

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**Support the victims of the State Fair tragedy**

In August, seven people lost their lives and many more were injured as the result of a tragic accident at the Indiana State Fair. In the aftermath of this tragedy, the Indiana State Fair Remembrance Fund was created by the Central Indiana Community Foundation (CICF), in partnership with the Indiana State Fair Commission and the Indiana State Fair Foundation. This fund will be used to help the families of those who perished at the state fair, as well as the injured and their families. CICF will work closely with the Indiana State Fair Foundation to establish guidelines and criteria for the fund. Ultimately all disbursements will be made by the State Fair Foundation.

There are a few ways to donate, including through this year’s State Employee Contribution Campaign (SECC). The SECC charity code for the Indiana State Fair Remembrance Fund is 201402. The campaign kicks off Sept. 13 and information is available online at www.insecc.org.

You can also make an online donation at www.cicf.org. Find out details on how to text your donation or mail a check by visiting the news section on that site. As of Aug. 30, the fund has collected more than $240,000.
More brand medications to go generic

The Food and Drug Administration (FDA) has approved a number of brand name medications to be sold as generic drugs. That could mean considerable cost savings to those who use these medications, as generic drugs are less expensive and often are chemically and therapeutically similar to the higher-priced brands.

Employees will still need a prescription for any of these drugs whether they are the brand or generic formula. For 2011, the following drugs have been or will be available as generics:

April 2011 -- Accolate (generic name, zafirlukast)®
July -- Levaquin® (levofloxacin) and Patanol® (olopatadine solution)
August -- Actos® (pioglitazone)
September -- Xalatan® (latanoprost)
October -- Zyprexa® (olanzapine)
November -- Caduet® (amlodipine/atorvastatin) and Lipitor® (atorvastatin)
December -- Femara® (letrozole) and Tazorac® (tazarotene).

The dates of availability are estimates and subject to change due to patent litigation, additional patents, exclusivities, etc.

For more information about generic, brand or non-formulary medications, contact Medco Pharmacy at www.medco.com. Once you have registered, click on “Price a medication.” Not only will this site give you the costs for 30- and 90-day prescriptions, but it will also indicate if there are less expensive alternatives and what those cost savings might be. You could also contact your retail pharmacy for the information.

Join the 1st & Green Group Challenge

The 1st & Green Group Challenge allows you to form a group of up to 30 individuals to track the cumulative impact of your individual actions. The groups can be made up of colleagues, friends, family, students, or any other group.

Track such activities as turning off the water when you brush your teeth, taking shorter showers, planting trees, carpooling or riding your bicycle instead of driving. The Group Challenge will track your reduction in carbon emissions and water usage in your group’s personalized calculator.

The 1st & Green leader board will allow your group to see which groups are currently winning in the challenge, though ultimately we all win.

To create your group’s account for the 1st & Green challenge:

• Get your colleagues together and create a group name.
• Visit 1standgreen.com and click on the “Sign up” tab.
• Click “register as a group” and follow the instructions.
• Enter your actions at least once a week to start competing in the 1st & Green Group Challenge.

Employees can be as small as two or as large as 30 people. The challenge starts in September and goes through January so get your group together and join now at 1standgreen.com.

Employees adept at greening the grounds

Amidst the construction melee along Robert Orr Plaza on the Indiana Government Center Campus are planters bursting forth with fragrant blooms and lively colors. Thanks to the efforts of employees from 23 state agencies, the concrete planters dotting the landscape are filled with flowers, vegetables and/or herbs.

State employees were asked last spring by the Greening of the Government Taskforce to adopt a planter and help beautify the campus. Employees responded enthusiastically, with more requests to adopt planters than there were planters.

Employees provided their own seeds and/or plants, potting them during lunch breaks and after work. Department of Administration grounds crews provided support by watering the plants.
Governor recognizes long-term employees in August

Recently, Governor Daniels recognized 225 state employees for their long time service to the state at a recent reception at the Statehouse. Long-term employees are considered to be those with at least 35 years of service to the state of Indiana and are recognized every five years following.

2011 Honorees

50 years of service
Indiana Department of Transportation (INDOT): Monroe Grady, George Roney.

45 years of service
Indiana Department of Workforce Development (DWD): Marlene Rose, Laura Walker.
Indiana State Board of Accounts (SBA): Dan Sorg.
Indiana State Police (ISP): Eric Bryson.
Office of Inspector General: David Clark.

40 years of service
Indiana Department of Child Services (DCS): Clarice Sparks.
Indiana Department of Correction (DOC): Larry Allen, Charles Jones, Philip Kidwell, Marilyn Peterich, Michael Shouse.
Indiana Department of Natural Resources (DNR): Meyer Carlisle, Don Stump, Dennis White, M. Dean Zimmerman.
DWD: Brenda Brown, Larry Channness, Barbara Davis, Cynthia Palmer.
Indiana Family & Social Services Administration (FSSA): Rena Lee, Thomas Rearick.
Indiana Public Retirement System (INPRS): Thomas Davidson.
Indiana School for the Blind & Visually Impaired (ISBVI): Lynn Baitze.
SBA: Gary DeWitt, Sherry East, Kerry Fleming, Sandra Rasnake.
Indiana State Personnel Department (SPD): Constance Agee.

35 years of service
Board of Animal Health: Paul Sullivan.
Civil Rights Commission: Jonathan Gordon.
Indiana Department of Agriculture: Andres Meyer.
DCS: Patricia Brewer-Cooney, Margaret May, Lillian Shepherd, Claudia Spears.
Indiana Department of Education: Linda Smith.
Indiana Department of Environmental Management: Helen Demmings, Mark Hansen, Roy Harbert, Gregg Lembrosters, Bruce Palin, Gary Starks, Victor Windle, Douglas Wolf.
Indiana Department of Financial Institutions: Rick Bane, David Hoeferkamp.
Indiana State Department of Health: Robin Bruner, George Burk, Jerry Clingaman, Susan Dorrell, Nancy Gilbert, Eloise Johnson.
Indiana Department of Labor: Vicky Hoherty.

FSSA: Karen Begley, Kathy Brown, Jerry Clemens, Ann Clifford, Cheryl Conover, Teresa Cooney, Janetta Deroches, Michael Ferry, Phillip Graham, Patricia Hopper, Gregory Jinks, Linda King, Billy Kreider, Barbara Lucas, Rhonda Noel, Chet Nolan, Joe Patton, Anna Ray, Domoni Lynne (Chatmon) Rouse, Beth Saremba, Rebecca Shelley, Ronald Smith, David Welch.
Indiana Gaming Commission: James Biddle, Ricky Grisel.
Indiana House of Representatives: David Dukes.
Indiana Office of Technology: Thomas Giegerich.
INPRS: Robin Jackson.
ISBVI: Karen Romoser.
Indiana School for the Deaf: John Rahn.
SBA: Richard Cole, Douglas Wiese.
Indiana State Library: Martha Ringel.
SPD: Teresa Mnayn, Nancy Shockley.
ISP: Regina Blakey, Donna Decker, Timothy Denny, Glen Edmondson, Dennis Ellis, David Lloyd.
Indiana Utility Regulatory Commission: Connie Childress.
Legislative Services Agency: Chuck Mayfield, Phyllis McCormack.
Office of the Adjutant General: Mark Swaim, Robert Turner.
Office of the Attorney General: David Arthur, David Steiner.
Office of the Auditor General: Cozette Brown.
Secretary of State: Fred Cook.
State Veterans’ Home: John Taylor.

Original artwork by Jerry Williams
Diabetes and the effects on your vision

What is diabetes?

The American Diabetes Association reports that 23.6 million adults and children are afflicted with diabetes in the United States. Of these, 17.9 million people are actually diagnosed with diabetes by a doctor, leaving more than 5.7 million people (about 25 percent) unaware that they are diabetic. 1

Diabetes is a disease in which the pancreas cannot produce insulin or the body cannot use insulin efficiently. Insulin is needed to break down sugars and starches and turn them into energy for your body. The lack of insulin can cause complications including eye diseases, kidney diseases, nervous system disorders, heart and blood vessel disease and stroke.

What does it mean for my eyes?

If diabetes is left untreated, eye diseases such as retinopathy (damage to the retina), cataract (clouding of eye lens) and glaucoma (increased fluid pressure in the eye) could develop, blurring vision and eventually leading to blindness. Other vision impairments associated with diabetes are partial or fluctuating vision loss, occasional double vision, light sensitivity, increased eye strain, eye fatigue and trouble seeing at night.

Diabetes also increases the chance of eye damage from the sun. Chronic exposure to (ultraviolet) UV or visible light may make eyes more susceptible to UV damage, and many medications taken by diabetics — such as those for hypertension — can aggravate the effects of UV. 2 Plus, only 17 percent of diabetics are aware that light sensitivity can be worsened by the disease. 3

The most common eye disease associated with diabetes is retinopathy. This occurs when the retinal blood vessels swell and leak fluid. New blood vessels can also grow on the surface of the retina, leaking fluid and blocking the light from reaching the retina. This blockage can cause blurred vision, and in advanced cases, even blindness.

The early symptoms of diabetic retinopathy may be hard to detect. By the time a person notices the change in vision, the disease could be in the late stages. That’s why it’s critical for diabetics to schedule a yearly eye examination which includes dilation. When the pupil is dilated, an optometrist or ophthalmologist examines the retina for signs of eye disease including diabetic retinopathy. If diabetic retinopathy is detected, it can often be treated by laser surgery. In fact, more than 90 percent of severe vision loss and blindness caused by diabetic retinopathy can be prevented with proper eye care. 2

What should I be doing?

While there is no cure for diabetes, proper medication, close monitoring of blood sugar levels, a healthy diet, and exercise help to manage this disease. Most importantly, schedule a visit with your eyecare professional for a routine vision exam on an annual basis. Also, make sure you are wearing eyewear that blocks 100 percent of harmful UV rays, and ask your eyecare specialist about prescription lens enhancements that block glare and enhance vision, such as Transitions® lenses, the #1 doctor-recommended photochromic lenses.

Don’t forget the importance of your annual eye exam.

Do you have vision coverage from Anthem? If so, don’t forget that in addition to a comprehensive eye exam, you may also have coverage for a wide selection of frames as well as discounts on higher performing lens options. Don’t have vision insurance? Be sure to ask your employer how you can get access to great vision coverage from Anthem.

Source:
(1) American Diabetes Association
(3) Consumer survey by Harris Interactive on behalf of Transitions® Optical, Inc., March 27- April 8, 2008.
Anthem Blue Cross and Blue Shield (Anthem) is hosting a free webinar for our members in September on “How to stay healthy in an economy that’s not.” It’s all about the extra, cost-saving resources that come with your Anthem benefits that you might not even know you had.

Here’s just a partial list of the budget-friendly resources that this new webinar will cover:

- **Health tips** from TV’s “Biggest Loser” expert trainer Bob Harper.
- **Cost savings** ideas so you can get the most from your health plan.
- With **MyHealth Assessment**, you answer some questions about your health, then get a score and health profile with some helpful suggestions.
- **SpecialOffers@Anthem** lets you enjoy members-only discounts on vitamins, acupuncture, massages, eyeglass frames and contact lenses, gym memberships and more.
- Be your own health advocate with **Anthem Care Comparison**. Compare hospital costs for surgeries and other services. Also, get an idea of the quality you can expect and what patients have to say about their experiences there.
- **Zagat® Health Survey**, a ratings source by consumers, for consumers, lets you rate your doctors and see what others say about them too.
- **Lifestyle Improvement Programs** are customized online programs that help you reach your health goals like quitting smoking, weight loss, healthy sleep, stress management and more.

Wondering how to stay healthy in an economy that’s not?

Register now. It just takes a few clicks to sign up:

- Log on to anthem.com/memberwebinar
- Select the webinar date that's good for you:
  - **Tuesday, September 20**
    - 4 p.m. (PT)
    - 5 p.m. (MT)/6 p.m. (CT)
    - 7 p.m. (ET)
  - **Wednesday, September 21**
    - 5 p.m. (PT)
    - 6 p.m. (MT)/7 p.m. (CT)
    - 8 p.m. (ET)
  - **Thursday, September 22**
    - 8 a.m. (PT)/9 a.m. (MT)/10 a.m. (CT)/11 a.m. (ET)
- Fill out the online sign-up form.
- Click “Register.”

You will get an email as proof that you signed up for the webinar. Be sure to save this as it contains the link to the webinar and other important details.