



The Torch

The official newsletter for Indiana state employees

Governor Pence honors dedicated employees at long-term employee reception

On Jan. 10, Governor Mike Pence recognized 363 state employees for their dedicated, long-time service to the state at a Statehouse reception. Long-term employees are considered those with at least 35 years of service to the state and are recognized every five years. Congratulations to the following employees:

55 years of service

Department of Transportation (INDOT): Freddie Anderson

50 years of service

Department of Natural Resources (DNR): Robert Vollmer

45 years of service

Department of Child Services (DCS): Sharon Persons

Department of Environmental Management (IDEM): Carolyn Koontz

Department of Revenue (DOR): Larry Harshman.

INDOT: Stephen Bates, Ronald Fine, John Kaiser.

Department of Workforce Development (DWD): John Gannon.

Family & Social Services Administration (FSSA): Lee Spencer, Donald Williams.

Indiana State Department of Health (ISDH): Darleen Hopper.

Integrated Public Safety Commission: Merle Garber.

Office of the Auditor: Sharon Harper.

Governor's Long-Term Employee Reception

Indiana
A State that Works

40 years of service

Board of Animal Health: Stephen Fitzgerald.

Department of Financial Institutions: James Harrell.

DCS: Virginia Combs, Sally Curley, Katie Edington, Debra Gosewehr, Virginia Morris.

Department of Correction (DOC): Jean Cohn, Mark Starr, Sharon Weiler, Brenda Williams.

DNR: Robert Felix, James Hebenstreit, Philip Wagner, Anthony Wilson.

DOR: Linda Turentine, Charlene Wildman.

INDOT: Jennifer Benson-Kinchelow, Shirley Bergsieker, Michael Bowman,

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The Torch is published monthly by the State Personnel Department and is available online at www.in.gov/spd

Got a story?

Submit your story ideas to: spdcommunications@spd.in.gov

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Governor Pence honors dedicated employees (continued)

Ronald Cox, Phillip Ellet, Dickie Furnish, Marcia Gustafson, Robert Hess, Roger Hitz, Gordon Jacobs, James Johnson, Rickey Kieler, Michael Louden, Bryan Mitchell, Timothy Muench, Kevin Mulley, Roger Parr, Joseph Pickett, Stephen Potts, Jonathan Sayers, Thomas Seeman, Stephen Stiver, Randall Walter, James Williams.

IDEM: Stephen Boswell, Janet Pittman, Kenneth Ritter, Vicki Schoen, Larry Studebaker, Barry Titus, Richard Zeiler.

DWD: Valetta Baker, Bruce Bendull, Pamela Grenard, Thomas Mayer, Mary Nemes, Dennis Palmer, Nancy Steinkamp, Dolores Wiczorkowski, Corvan Wilhite.

Gaming Commission: William Peevler.

Historical Bureau: Pamela Bennett

House of Representatives: Geraldine Hampe, Karen Howe.

FSSA: Jane Beard, Patricia Blankenship, Pamela Brooks, Brenda Chambers, Carolyn Copeland, Kimberly Harsh, Jeanette Holeva, Debbie Johnson, Stephen McNichols, Karen Moore, Patricia Nolting, Deborah Olds, Anna Pell, Luann Pierce, Linda Sims, Bessie Thomas, Evelyn Webb, Merinda Wicks, Kathryn Wims.

Integrated Public Safety Commission: Donald Kottowski.

School for the Blind & Visually Impaired: Linda Walker.

State Board of Accounts: Michael Hoose.

State Library: Mary Kelley.

State Personnel Department: Alice Inskeep.

State Police: Dianna Adams, William Davidson, Gerald Vanfossan.

Professional Licensing Agency: Nancy Smith.

Public Defender Council: Larry Landis.

Legislative Services Agency: Robert Amos.

35 years of service

Adjutant General's Office: James Deirth, Vlade Jovevski, Lisa Low, Catherine Webster, Don Williams.

Alcohol & Tobacco Commission: Gregory Deitchley.

Attorney General's Office: James Schmidt, Gordon White.

Board of Animal Health: Tina Zaring.

Department of Local Government

Finance: James Hemming.

Hoosier Lottery: Douglas Theobald.

Civil Rights Commission: Frederick Bremer, Bradford Shockney.

Commission for Higher Education: Yvonne Heflin.

Department of Administration: Vickie Scott, Alesia Walker.

DCS: Cheryl Barney, Rebecca Biddinger, Debbie Brame, Joe Erickson, Betty Holstine, Vickie Jones, Barbara Kennedy, Theresa Kish, Maureen Lambeck, Diana Risinger, Kathy Stepp.

DOC: Douglas Barnes, Charlene Binion, Rodney Bowser, George Chism, James Csenar, Gary Hartsock, Jay Hendrix, Timothy Horan, Genia Juroff, Hattie Kincade, Frank Littell, Barbara McIntosh, James Phagan, Timothy Purcell, Betty Riley, Sam Robinson, Joyce Sedam, Brian Smith, Judith Thomas, Linda Vermillion, Daniel Wilcox, Earl Wilson, James Wynn.

Department of Education: Barbara Coleman-Knight, Sharon Cook, Sandra Hill, Robin Parker, Risa Regnier.

IDEM: Charles Grady, Regina Hunter, C. Steven Poe, Roxann Sanders, Wilma Sausville, Dixie Lorraine Wright.

Department of Homeland Security: Robert Dean.

Department of Insurance: Kathleen Mathis.

Department of Labor: Janie Thacker.

DNR: Douglas Baird, James Barnes, Sam Carman, Jeffrey Cummings, Michael Dalgleish, Howard Draving, Richard Edwards, Kevin Geier, Daryl Hildebrand, Mark Hines, James Lang, Jack McGriffin, Ronald Pearson, Stephen Roth, Thomas Schwartz, Debra Smith, Gregory Sorrels, Ted Tapp, Dennis Weber, Pamila Wrightsman, Jimmie Young, Mark Young.

DOR: Elaine Inkoff-Scott, Jimmie

Jeffers, John Kasper, Rawdon Staley, Thomas Sullivan, Loreoda Voils.

INDOT: Gary Adams, Rita Banes, John Bass, Terry Beam, Jeffrey Berry, Kurt Brackenhamer, Cheryl Brown-Hughes, Jeffrey Butcher, Randall Callahan, Otis Carter, Dana Clapp, James Clarkston, John Colglazier, James Cozart, Clark Crail, Johnny Dake, David Davis, Robert Devore, Darrell Duckworth, Donald Fellmy, Steven Fisher, Carma Foster, Leah Freeman, David Furnish, Bryan Galyan, Donald Garrett, John Gordon, Michael Hall, David Harper, John Harris, Timothy Hartwell, Brian Hess, Kevin Hobson, David Hoover, Gerald Hopkins, Michael Jewell, Terry Lambert, Linda Langston, Randall Large, Tim Lavelle, Robert Mathes, Daniel McCarver, Dennis McLaughlin, Paul Michael, Terry Molck, Randall Morris, John Nagle, Judy Nonemaker, William Panos, John Parker, Calvin Parrott, Roy Petro, Randall Phegley, Wilbur Poling, Kevin Pruitt, Gerald Ralston, Vickie Rayburn, Thomas Robinson, Gary Roe, Debra Rumley, Jimmy Saylor, Joseph Schoenbachler, Robert Schuck, Larry Seal, Glenda Seal, Steven Sidwell, Penny Smith, Robert Spencer, William Springer, Gregory Stidd, David Stiles, Jerome Swim, Patricia Toth, Jerry Vaughn, Bobby Williams.

DWD: James Buchanan, Rose Carruthers, John Mills, Cynthia Simmons, Deborah Willhite.

FSSA: Barbara Aragon, Diana Axley, John Babb, Barbara Bircher, John Cole, Lynda Dean, Teresa Frame, Judith Gaby, Kenneth Girten, Sadie Green, Sue Hambrick, Wanda Hastings, Catherine Hickey, Teresa Horton, Pamela Johnson, Julia Johnson, Jon Lightner, Barbara Long, Linda Lott, Patrina Mahone, Pamela Malott, Elizabeth Miller, Doris Neville, Rita Nibbs Jeri Oakley, Carol Oneal, Sue Prajzner, Betty Reece, Diane Schiff, David Shelford, Deborah Smith, Jane Smith, Dana Smith, Beth Stewart, Tina Stuart, D. Earl Throop, Mark Trackwell, Susan Werncke,

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What is a heart healthy diet? Test your knowledge

Every day images of heart disease are all around us. Whether it be in an exercise program, meal plan, medication or a new breakthrough medical treatment, it is hard to go 24 hours without hearing the phrase “heart health.” But what is heart health and heart disease, how much do you really know about it, and what can you do to prevent it?

What is it?

Currently heart disease is the leading cause of death in the world, killing three out of 10 people. It is commonly referred to as the silent killer as it often strikes without symptoms and compared to breast cancer, heart disease takes the lives of six times as many women. Those are pretty serious statistics! What do you really know? Let’s take a little quiz.

How many calories are contained in each gram of fat?

1. Two
2. Nine
3. Twelve

Which of the following conditions is not linked to metabolic syndrome, a cluster of conditions that vastly increases the risk for development of heart disease?

1. Kidney disease
2. High total cholesterol
3. Diabetes
4. Abdominal obesity

Which of the following is a lean cut of beef?

1. 80/20 percent ground beef
2. T-bone steak
3. Sirloin
4. Chuck blade roast

If you answered nine calories, Kidney

disease and a sirloin steak, you should be very proud of your basic knowledge of heart health! If you missed a few do not worry, there is no better time to learn than now!



What can you do to prevent it?

There are many risk factors for heart disease, some of which you have no control of. For example, men age 45 years or older and women 55 years or older are at a greater risk to develop heart disease due to their age alone. Race, sex and family history are also risk factors that we have little control over. On the other hand, research states that approximately 80 percent of heart disease is preventable! Which means no matter what gene pool you are born into, you do have some control. The risk factors you are able to control include maintaining a healthy weight, eating a balanced diet, regular physical activity, smoking, moderate alcohol consumption and other co-morbidities like diabetes, high cholesterol, high blood pressure, etc. Keeping these things in check will help decrease your chance of developing heart disease and other diseases associated with it.

What is a heart healthy diet?

As you have read and know, weight and diet are a large part of keeping your risk low for developing heart disease. Here are a few simple tips to get you started on the right path:

- Decrease your total fat intake — eat less fried foods, use less fat in cooking, when cooking with fat use canola and olive oils in moderation
- Decrease saturated and trans fats intake— consume lean meats like chicken and turkey without the skin and fish, choose low fat dairy products, eat fresh foods vs. processed foods
- Eat more fiber to help eliminate bad cholesterol from the body —aim for 25-35g/day, make half your grains whole, eat more beans, aim for five servings of fruits and vegetables each day
- Practice weight management — set small weight loss goals rather than one big goal, and reward yourself when each goal is accomplished with a non-food item
- Move at least 30 minutes each day — park in the back of the parking lot, take the stairs, go for a walk after dinner, join a gym with a friend to make it fun

Check out the Invest In Your Health Blog to download a recipe for heart-healthy [Garlic-Chile Flank Steak](#).

As you can see, heart health plays a huge role in preventing heart disease. No matter what your past looks like, now is the time to make the change to a healthy future.

Resources: [American Heart Association](#)



Thanks to the [Indiana Dietetic Association](#) for this submission.

A healthy heart - 'Never happens too early or too late'

Two Indiana State Department of Health employees at two very different places in life were both motivated to make changes to improve their health and their hearts.

In his early 20s, **Buddy Compton** did not have any health concerns; eating well and being physically active were not priorities. But at 26 years old, he was 40 pounds overweight and decided he had had enough. Buddy stated, "I couldn't play with my dog for more than two minutes without being out of breath. I wanted to feel better."



Buddy's first goal was to get in physical shape. He wanted to run two miles without stopping. He started slow and set small goals to increase his distance by a half mile every few days. Six months after he started his new routine, his doctor told him his bad cholesterol was high and needed medication. Cholesterol and high blood pressure are the two main causes of heart attacks. Buddy asked for three months to lower his cholesterol with additional lifestyle changes.

He continued to exercise and began to eat healthier. Buddy read food labels and learned healthier ways to cook. At 32, Buddy has lowered his bad cholesterol by double digits, continues to exercise regularly and eat healthier. He completed his first mini marathon in 2013 in his efforts to have a healthy heart.

At 57 years old, **Mendel Pryor's** story is very different. He was overweight with type 2 diabetes. Unable to lose weight, he decided to have gastric bypass surgery in May 2012. He had been

seeing a cardiologist for five years and had been told that adults with diabetes are 2 to 4 times more likely to die from a heart attack or stroke. He was tested before his surgery and given a clean bill of heart health.



Mendel returned to work after his successful surgery. He was having lunch in July when both his arms went numb. A colleague took him to the hospital where he was told he was having a heart attack. Mendel's left ventricle was 90 percent blocked but was never detected on the tests.

Mendel's story of prevention also became a story of recovery. While still adjusting to the major diet changes required after gastric bypass surgery, he was now recovering from a heart attack. He slowly increased physical activity and now maintains 15,000 daily steps. Motivated by his family, he completed the 5K at the mini marathon in 2013. Mendel has lost 110 pounds and has improved his overall health.

Buddy and Mendel's stories can inspire us all to improve our heart health. We can never be too early or too late in preventing the leading cause of death in Indiana. The American Heart Association's "Life's Simple 7" can help start us on our ways to a healthier heart by getting active, eating better, stopping smoking, losing weight/maintaining a healthy weight, controlling cholesterol, managing blood pressure and reducing blood sugar. Take time this February to set your goals to improve heart health.

ISDH Holiday Survival Challenge

Congratulations to all who participated in the ISDH Holiday Challenge! We had 55 people sign-up, 40 of whom stayed with the program for the entire six weeks, which included donating \$5 to a charity and turning in log forms each week. The purpose of the challenge was to maintain your weight throughout the holidays by being active, eating fruits and vegetables, and drinking water. A weekly newsletter and daily tips were sent out to all who signed-up.

Even though weight maintenance is the goal, many actually lost weight, resulting in total weight loss of 62.5 pounds! All 40 participants who stayed with the program either lost or maintained their weight!

Many divisions were involved in this challenge, including TPC, HIV/STD, MCH, ERC, Public Health Preparedness, Children's Special Health Care, DNPA, Chronic Disease, Women's Health, Oral Health, Labs, Long Term Care, Local Health Department Outreach, Legal, Environmental Health, and Grants/Accounting.

Participants received a casual day and entry into a charity drawing. The Health and Human Services Commission had the most participants and will receive a traveling trophy. Judy DeLury of the ERC won the charity drawing and donated the \$275 to White River Watchers of Madison County, whose mission is "to protect the White River ecosystem for the present and the future use of all by means of community involvement and education."

Health Savings Accounts (HSA) maximum contributions are set

For those employees who carry state insurance and selected a Consumer-Driven Health Plan (CDHP) accompanied by a Health Savings Account (HSA). Here is some information for those HSA users. For more information, visit www.in.gov/spd/2866.htm.

Has your address changed?

At the end of 2013, Tower Bank mailed you a 5498 SA for your 2013 HSA Contribution (Deposit) total and a 1099 SA for your 2013 HSA Distribution (Withdrawal) total. These forms are needed when you file your 2013 taxes. The figures are submitted to the IRS on Form 8889. You can update your address by visiting www.theHSAauthority.com. The Address Change form is located under the Forms tab at the top of the page.

Are there any changes to the Health Savings Account rules for 2014?

Due to the Affordable Care Act, there are many changes regarding health insurance for next year; however, there are no changes to the HSA rules, other than the yearly adjustments to the HSA Contribution Limits.

What are the HSA contribution limits?

The IRS places limits on how much can be deposited into an HSA per calendar year. The contribution maximum is determined by a person's health insurance coverage level. If you only cover yourself, you would be at the Individual contribution level. If you cover yourself plus at least one other person, you can contribute at the Family level. A person age 55 and over may make an additional "catch-up" contribution. A married couple can make two catch-up contributions as long as both spouses are: eligible and at least 55 years of age. The catch-up contribution for the spouse must

be placed in a separate HSA in their name.

2014 HSA Contribution Maximums:

- Individual (Self-only): \$3,300
- Family (Self + at least one other person): \$6,550
- For those 55 years of age or older a catch-up: \$1,000

I enrolled in a High Deductible Health Plan mid-year. What is my HSA contribution limit?

A person that enrolls in a CDHP any time other than January 1 and no later than December 1 is considered eligible to contribute the full contribution maximum for that calendar year. However, per the IRS Testing Period Rule, you must remain an eligible individual during the testing period which runs through the next full calendar year (Dec. 31). To avoid possible penalties, you may wish to play it safe and prorate your contribution limit the first year. An example of a prorated calculation: A person under the age of 55 elects individual coverage that begins on September 1. Their 2013 pro-rated contribution limit would be \$1083.33. (Four months of the 2013 contribution limit = $\$3,250 / 12 \times 4 = \$1,083.33$.)

What are my options when I get a refund from my insurance company?

Frequently HSA owners pay a doctor or dentist bill from their HSA and then later get a refund check back from the insurance company. What are the options in this situation? Cash the check and pay for other eligible medical expenses and save those new receipts for your records. Mail the check to The HSA Authority for deposit into your HSA. The reimbursement deposit must be made into your HSA within the same calendar year as the original

withdrawal. To ensure proper tracking, include your account number and indicate that the deposit is a "reimbursement deposit". This way the deposit will be coded so that it is not counted as a new contribution to your HSA. Our mailing address is: The HSA Authority, Attn: Processing Center, PO Box 11454, Fort Wayne IN 46858.

If you have any questions, please contact the Benefits Hotline at 317-232-1167 or 1-877-248-0007 or via email at SPDBenefits@spd.in.gov.

Add your personal email to emergency notification list

Due to the recent inclement weather conditions, Governor Pence instructed that state offices close on Monday, Jan. 6. The media was notified and messages were sent state-wide to all employees through email. Instructions were also given to contact your immediate supervisor if you had questions about to report or not.

State Personnel received requests to have personal emails notified of any future closings as well. If you wish to sign up for this feature, visit the SPD home page at www.in.gov/spd and click the "Subscribe for email updates" icon under State Employee News. Enter your personal email address in the pop-up when prompted and you will be subscribed to our list within Gov Delivery.

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Long-term employees

Fred Williams, Brenda Wilson, Linda Wolcott.

Gaming Commission: Rudolph Eidam, Jacquelyn Goldstein, Michael Janiczak, Darrell Segó.

Office of Technology: Judith Buescher, Robert Williams, Patricia Vorhis.

Integrated Public Safety Commission: Donald Marcum

Senate: Johnny Nugent.

School for the Deaf: Janice Bivens, William Goff.

State Board of Accounts: Richard Ahlrich, Michael Browning, James Conroy, Phyllis Moffatt, Charles Pride, Michael Rogina, Bruce Snyder.

ISDH: Tami Barrett, Raymond Beebe, Barbara Cole, Barbara Gibson, Rebecca Haywood, Regina Maxey, Susan Reichert, Julie Sharkey.

State Personnel Department: Marcia Bolin.

State Museum: Debra Alvey.

Supreme Court: David Matsey, Maurice O'Connor, Wayne Roell.

State Police: Brenda Harte, Carol Kirkman, Lieutenant Jay Kistler, Corporal Wiley Mimms, Major Patrick O'Connor, David Page, Major Gary Robbins, First Sergeant Shannon Spreckelmeyer, Cynthia Williams.

Veteran's Home: Kenneth Smith.

Legislative Services Agency: George Angelone, Jeffrey Porter, Robert Rudolph.

Office of Inspector General: Michael Mischler.

Congratulations to all the honorees!

Please visit www.in.gov/spd/2513.htm to download copies of photos taken at the reception.

Taxes

Free online tax filing available for Hoosiers

This year the Indiana Department of Revenue continues to offer qualified taxpayers, including state employees, a free filing service called Indiana freefile (INfreefile) to file both their federal and state taxes online.

INfreefile provides faster refunds, easy-to-use professional software and both federal and state tax filings. It's a one-stop shop for your individual income tax filing needs.



Last year, more than 119,000 taxpayers used INfreefile to file their Indiana taxes. However, nearly 1 million Hoosier taxpayers qualify to file taxes for free through INfreefile.

If an employee's adjusted gross income (AGI) was \$58,000 or less during 2013 or he is eligible for the earned income tax credit, he may qualify to file his taxes free through INfreefile.

State employees should visit www.freefile.dor.in.gov to see if they qualify based on the vendors' options.

If you qualify, simply click the vendor and complete your taxes online. It's that simple! If you don't qualify for INfreefile, you can still e-file your federal and state tax returns using one of many vendors who offer these services.

There are many advantages to filing electronically:

- Faster refunds – e-filed returns are processed in 10 to 14 days, while a paper return can take up to 12 weeks.
- Increased security – fewer people see your information.
- Get more or owe less – e-filing software may suggest credits and deductions you might not have known about.
- Better accuracy – electronic returns have a 2 percent error rate versus 20 percent for paper returns.

If you have any questions specific to your return, please contact the department at (317) 232-2240 or email the department at individualtaxassistance@dor.in.gov

Updated ATT discount available now

State of Indiana employees are now eligible for a 17% monthly service discount on qualified voice and data plans and can now receive waived activation AND upgrade fees. To see exclusive offers, employees can go to: www.att.com/wireless/stateofindiana

To make an appointment (no waiting!) at your nearest retail location, go to www.att.com/storeappointment. Please reference discount code **27939**.

Already an AT&T Mobility customer? To register your account for the discount visit www.att.com/discounts Enter your employee email address and mobile number. It will then send you an email with a few additional instructions.

For questions regarding the discount program, please contact Christopher Scott at CS6583@att.com

A historic effort already for INDOT

INDOT yellow plow trucks have logged nearly 4.3 million miles and deployed 265,000 tons of granular salt during this record winter, through January 18. In addition, INDOT had deployed nearly 2.5 million gallons of salt brine on Hoosier highways.

The National Weather Service office in Indianapolis has recorded highest snowfall totals for a winter season on record through January 23. Over the past five years, the average cost of INDOT's winter operations including overtime, fuel, and salt has been \$33.8 million. With this winter a little more than half over, INDOT estimates it has invested more than \$31 million in winter operations as of January 18.

With several months of winter to go, drivers should remember the following facts:

- Each INDOT plow route takes 2 to 3 hours to complete with salt assisting in melting between passes.
- Motorists should expect snow to accumulate on the roads and driving conditions to be the most challenging during the storm.
- In extreme temperatures, salt and other melting agents must work harder to lower the temperatures at which the accumulation melts.

Drivers play a role in keeping the highways open and safe for other travelers by reducing their speeds according to conditions. Make room for INDOT's yellow plow trucks so they may clear the roads and routes are not delayed. Know before you go by visiting <http://indot.carsprogram.org> or dialing 800-261-ROAD for updated road conditions and closures. Regional updates on Facebook and Twitter may be found at www.in.gov/indot/3074.htm.



On Jan. 5, Governor Mike Pence thanked INDOT drivers as they refueled at a shift change during the winter storm in early January. To see more pictures of the Governor, visit in.gov/gov/2387.htm

State unemployment drops again

Indiana's seasonally adjusted unemployment rate dropped 0.4 percent to 6.9 percent in December and is now at the lowest point since October 2008 (6.8 percent). The rate of unemployment in Indiana remains below all neighboring states. One of the major factors in Indiana's unemployment rate decline is the number of individuals returning to the labor force. The Hoosier labor force increased by nearly 6,000 in December and has grown by more than 21,000 over the past three months.

Following a historic month of job growth in November (+25,100), Indiana's private sector contracted, as expected, by 4,800 jobs. The Hoosier State ended 2013 showing a total increase of 42,600 jobs over the year. Indiana has now added over 217,000 private sector jobs and continues to outpace the national average for job growth (9.3 percent versus 6.8 percent) since July 2009, the low point of employment.

"There are fewer Hoosiers unemployed (218,100) now than in the past five years," said Scott B. Sanders, Commissioner of the Indiana Department of Workforce Development. "Just as important is the fact more than 21,000 folks have returned to the labor force over the past three months, which is unique in the Midwest. Although Hoosiers are encouraged the economy is improving and there are jobs available, there still is more work to be done."

Sanders also noted claims for unemployment insurance continue to be at their lowest levels since 2000.

Historic Preservation Month photo contest

The Indiana Division of Historic Preservation and Archaeology (DHPA) is celebrating the tenth anniversary of our Historic Preservation Month photo contest. Help us celebrate this milestone by making this the biggest contest yet. Our current record is 187 photos—we'd love to break it. What can you do? The next time you're sitting around wondering what to do during some free time, go grab your camera and take some pictures of your favorite historic resource—building, bridge, cemetery, landscape. It doesn't matter as long as it is at least 50 years old and in Indiana.

The basic requirements are:

- Images must be 8x10 prints, mounted or matted on or with a white 11x14 matte board.
- The registration form must be attached to each photo
- Limit of three (3) photos per person

For a complete list of guidelines and the registration form, go to www.in.gov/dnr/historic/3994.htm Photos must be submitted by April 4, 2014.



Artwork by
Jerry Williams

Employees and family members can receive discounted hearing aid devices

The State of Indiana has established a process where State employees and their immediate family members can obtain hearing aids at a reduced rate from our five (5) manufacturers which are GNResound, Phonak, Oticon, Siemens, & Starkey. The manufacturer will send the identified aids for dispensing and the employee pays the dispenser the agreed dispensing fee. Once the state has verified employment and placed the order we are no longer involved with the transaction. It is between the employee and the dispenser.



For any questions or comments please contact Rhonda Marcum at Rhonda.Marcum@fssa.in.gov.

How to obtain discounted hearing aid devices:

1. The employee must obtain all diagnostics & hearing aid recommendations on their own.
2. Once the employee has the diagnostics and hearing aid recommendation:
 - a. Scan or FAX documentation to Rhonda Marcum at Rhonda.Marcum@fssa.in.gov or 317-232-6478.
 - b. E-mail Rhonda from the state employee's work e-mail address. Information must contain employee's name/position, relationship to employee/additional name, which hearing aids with what features are requested, your payment method (Health Savings Account, Cash, Credit Card, or Check), and your dispensing vendor (name, address, and telephone number).
 - i. The state employee must negotiate with their local dispenser for a mutually agreed upon dispensing fee. These fees vary depending on the dispenser, and cover cost of programming the aids, ear molds, and training on the use of the aids, etc. You may provide the upper portion of this form to your preferred dispenser.
3. Rhonda contacts the manufacturer to start the process providing them with the basic information including eligibility for discounted hearing aids, and the specific aids requested.
 - a. The manufacturer provides Rhonda with the discounted price for that specific equipment.
 - b. Rhonda forwards information to employee, who confirms they want to obtain the equipment.
 - c. Rhonda responds to the manufacturer email and adds the employee to the e-mail
 - d. Employee and manufacturer correspond with each other. **Rhonda is no longer involved.**
4. The state employee is then responsible for all costs associated with these aids and the agreed dispensing fee.
5. Manufacturer mails aids to the preferred dispenser.
6. Employee goes to dispenser to receive the aids and pays the negotiated dispensing fee. In some situations you may also pay the dispenser for the discounted hearing aid, and in other cases you pay directly to the dispenser.