



The Torch

The official newsletter for Indiana state employees



Plenty of Fish In The Lakes

Longtime DNR hatchery manager talks walleye, catfish stocking

Hoosiers who gleefully hang “gone fishing” signs as they depart before dawn for their favorite trawling spots likely owe a debt of gratitude to people like Jeff Malwitz.

It’s an intricate, often delicate year-round process where success hinges on a harmonious relationship among nature, nurture and fortune’s ever-changing whims.

Property manager of the Cikana State Fish Hatchery near Martinsville, Malwitz and his small crew operate a facility that annually stocks Indiana waterways with more than 20 million freshwater fish. In 2017 alone, Cikana stocked just short of 23 million of the scaly swimmers-- a total that includes walleye, channel catfish, bluegill and black crappie.

With so many factors involved – weather, natural predators, and food availability among them-- only a relative handful of the millions of harvested walleye eggs will survive to adulthood, thriving in places such as Brookville Lake, Lake Monroe and Patoka Lake.

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Pictured above: Cikana State Fish Hatchery Property Manager Jeff Malwitz leads a small crew who help stock Indiana lakes with walleye and catfish each year. Malwitz began his career at the fish hatchery (and with Indiana DNR) shortly after earning his fisheries degree from Michigan State University.

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Run the State Series kick off sets new attendance record

Employees run, walk for health, fun at Indiana Dunes



A late spring chill did little to keep a smiling group of state employees, their families and pets from enjoying the kickoff of this year's Run the State 5K and Hike Series.

In all, 230 participants were joined by more than a few four-legged friends for a 3.3 mile jog (or leisurely stroll) at Indiana Dunes State Park Saturday, April 28.

And though temperatures at the start of the run/walk barely passed for April weather, the large group didn't appear to mind in the slightest. Hats, coats and gloves helped the participants brave the blustery morning in Chesterton, which ended up setting a new attendance record for the park's event in spite of the cold. Work for Indiana again partnered with the Indiana Department of Natural Resources and Go365 to bring the 5K to Porter County.

Some of this year's group were grizzled veterans of the paved, stroller-friendly course, having tackled the path in either of the two previous runs. Others were new to the picturesque park, which features three miles of beach and sits on beautiful Lake Michigan.

In much the way that each grain of sand on the beach is unlike any other, it seemed that each participant had a unique story to tell.

Michelle Traughber and her 11-year-old daughter, Payton Wilson, were certainly among that group. Traughber, 48, was the first woman to cross the finish line and Payton, a fifth-grader, followed a short time later.

A 25-year veteran of the Indiana State Excise Police, Traughber said she set a "personal goal" that she would participate in one 5K or similar event per month this year.



Michelle Traughber and her daughter, Payton Wilson, were among the top finishers at the Run the State 5K at Indiana Dunes April 28. Michelle has worked for the Indiana State Excise Police for 25 years.

Sadly, Michelle's goal sprang from a pair of tragedies. Two of her brothers suffered heart attacks, one of which was fatal to her 56-year-old sibling. Not long after her brother's death, Traughber made a vow she's successfully adhered to in 2018.

It helps that the South Bend resident can lean on a little athletic experience.

Traughber was a runner in her high school days, and she attributes that to helping her maintain the endurance necessary to finish long runs today.

The rest just comes down to heart – the desire to finish what she started.

After taking a few minutes to rest, Michelle and her daughter spent time at the park where games and refreshments provided part of the morning's fun for the many who stuck around after crossing the finish line.

The mother-daughter running team competed against each other in a stacking game similar to Jenga.

"What happens if you run out of moves?" Michelle asked Payton as the structure continued to grow in height.

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The story is much the same for the catfish population, which involves a process distinct in many ways from the walleye stocking program that has occupied the hatchery's crew this spring.

To be sure, fish stocking is important work that impacts the environment as much as it assists those with a penchant for piscary.

As anyone who has spent time by the river, fishing pole in hand, will likely attest, there's no substitute for natural bodies of water, sunshine and an ample amount of aquatic life ripe for the catch. The process at Cikana is in place to keep up the water's end of that unstated bargain. After all, the only thing more disappointing to a fisherman than missing out on a big catch is not having anything to catch at all.

At the same time, they're working to mimic Mother Nature as closely as possible, giving her a bit of a boost by helping along our finned friends' spawning process. The result has been a healthy population of fish who otherwise wouldn't find their way into some of Indiana's most pristine waters – and prime fishing locations.

Fish Tale

Malwitz is no novice when it comes to the process at Cikana.

The Michigan native has spent the better part of the last three and a half decades in various positions at the Morgan County warm-water hatchery, which operates alongside similar facilities spread among six districts throughout the

state. The process is performed under the auspices of the Indiana Department of Natural Resources, and the hatcheries coordinate their operations with one another in order to produce an adequate number of fish statewide.

Shortly after earning his fisheries biology degree from Michigan State University in 1982, Malwitz began his career as a grass cutter on the same grounds he manages today.

Even doing that seemingly unrelated work, he knew right away that Cikana was just the place for him. He was all-in on his new career – hook, line and sinker.



"It was a chance to come in and get my hands dirty, and that's all it took for me to know exactly what I wanted to do," Malwitz recalled.

Time hasn't dimmed the hatchery manager's enthusiasm for his job, either. He described his colleagues as "like family" and discussed the Cikana process with a combination of reverence and reserved pride.

On a warm April day, he provided a guided tour of the hatchery

on the facility's East Unit, a 78-acre location with 22 earthen ponds. The North Unit features an additional 13 ponds on 40 acres.

On that particular morning, the East Unit was also "home" to about 38 million walleye eggs recently harvested from several hundred females preparing to spawn. In eight days, the Cikana crew caught about 2,300 female walleye; however, only about a quarter of those were ready to release the entirety of their eggs. That means some of the eggs were closer to hatching than others. Nonetheless, the total could bode well for this year's population.

Packed to the Gills

Housed in well water-filled incubation tubes, some of the millions of tiny eggs had already sprouted tails and were swimming upward in the tubes, apparently determined to get to the next step on a journey not every newly-hatched critter will complete. A larger basin filled with the same water and kept at an identical 54 degree temperature held even more of the erstwhile eggs, which swam toward a light, mimicking their natural activities and increasing their resilience and swimming capability.

And that's the goal.

"Basically, we just kind of help them along on a natural process," Malwitz said.

But there are some parts of

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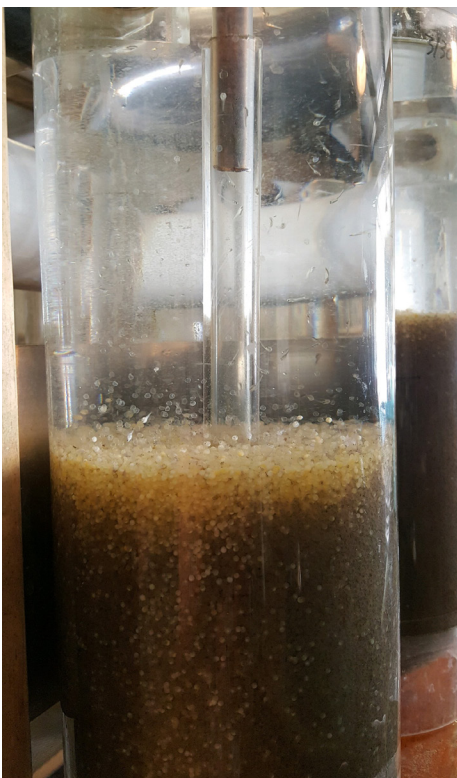
Plenty of Fish In The Lakes

nature that simply don't work in a controlled environment.

Malwitz explained that walleye eggs naturally stick together, which doesn't help their chances of hatching in the incubation tubes, so they're coated with a substance that helps keep them separated.

"It's a little bit like rolling gum in dirt," he said with a chuckle. As the fish develop, they are further treated, thereby increasing each "pickerel's" (as the walleye is often called in Canada) chances in nature.

This year's "crop" of walleye eggs



Cikana State Fish Hatchery Property Manager Jeff Malwitz leads a small crew who help stock Indiana lakes with walleye and catfish each year. Malwitz began his career at the fish hatchery (and with Indiana DNR) shortly after earning his fisheries degree from Michigan State University.

was a tad ahead of the annual goal of approximately 35 million, though Malwitz said only around 70 percent of the eggs will hatch into fry.

Fry, in some walleye-adoring circles, are described as little more than "two eyes 'n a wiggle." Though diminutive, many of the tadpole-like fry prove hardy enough to end up in one of the three aforementioned Hoosier lakes where they can go about their simple business of being a fish – just as though their newfound swimming space had been their home all along.

A smattering of others grow into fingerlings – baby fish that measure about 1 to 2 inches in length – in ponds at four separate hatcheries before arriving at larger waterways. Fingerlings end up in places like Lake Shafer (Monticello), Eagle Creek Reservoir (Indianapolis), and Lake of the Woods (Bremen).

The fry and fingerlings that make it to their destinations, with a little bit of luck, will grow into adulthood.

And getting to those zooplankton-filled waters really is a matter of necessity. There is no food source in the incubation tubes or tanks at Cikana, so the newborn fish must take up residence in lakes, rivers and streams in order to find food and survive. It's the job of the Cikana crew to give them the best chance of getting there.

Malwitz and his colleagues pack up the Lilliputian walleye into oxygen-

filled bags of water, similar to how a goldfish purchased at a pet store is kept until it can be safely deposited in a home aquarium, and head out to the lakes on boats. The fish – 100,000 strong per bag -- are then set free. The rest is up to nature.

'A Really Great Career'

It's a continuing cycle that Malwitz still finds plenty of enjoyment in aiding.

The grounds of Cikana are constantly abuzz with activity as each spring brings the harvesting of walleye eggs followed by the monitoring of the on-site catfish population in the warmer months. Colder temperatures leave time for maintenance and facility upkeep.

Malwitz joked that he has learned many facets of being a plumber and an electrician throughout his long career and, of course, the property manager has plenty of paperwork to prepare on a daily basis. Those are perhaps the less glamorous parts of the job, and although he's keenly aware of the necessity of all that, Jeff Malwitz still would rather be outdoors.

"That's important stuff that needs to be done, but I'd just as soon be outside doing something," Malwitz said with a smile. "A lot of people would feel that same way, I'm sure."

On one sun-bathed April morning, Malwitz walked the fish hatchery grounds, detailing how the disparate facilities spread throughout the state work so closely

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Plenty of Fish In The Lakes

together – and how important that is to their mission. Taken as a whole, the hatcheries stock a total of 16 different fish species, according to the Indiana DNR.

State fishery biologists are also part of the team, examining the waters to help keep healthy fish populations in each. The hatchery managers then adjust their plans accordingly, helping one another whenever possible.

The biggest beneficiaries of the never-ending process are those who spend summers on the lake, dreaming of catching “the big one,” making new memories each season with family and friends.

A portion of proceeds from fishing licenses helps fund the hatcheries, as well as Hoosier wildlife conservation as a whole, but if the anglers enjoying their time outside each year never once stop to think of the elaborate process behind filling the lakes with aquatic game, Malwitz is more than okay with that. He does what he does because he loves nature, and his work has a direct impact on the health of Indiana waters – and many of the creatures living therein.

“We wouldn’t put in all this effort for something that we didn’t feel wasn’t going to work – wasn’t worth it,” Malwitz said. “You have to

be passionate about what you do.”

The property manager also praised his team, which includes Assistant Property Manager Andy Richards, Hatchery Biologist Kyle Robertson and Equipment Operator Tom Arthur.

Looking across one of the ponds on the grounds of the East Unit of the hatchery, he reflected on his work at Cikana, that passion for his job palpable in his voice.

“It’s just been wonderful,” he said smiling. “I’ve just had a really great career.”

Story and photos by Brent Brown, INSPD

Enjoy an event of “monumental” proportions!



Take a break from the workday June 15 and join Indiana Grown for lunch at its second annual “Monumental Marketplace” in downtown Indianapolis.

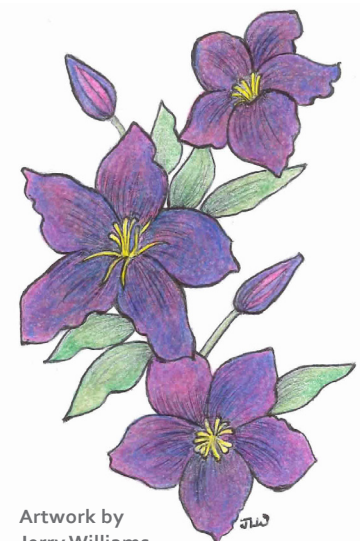
Located around Monument Circle, from 10 a.m. to 2 p.m., this free, farmers’ market-style event allows attendees the opportunity to eat, sample and shop from more than 100 Indiana Grown vendors.

The initiative, as it approaches its third anniversary, encourages Hoosiers to buy local, and each purchase you make will go to support businesses and farmers across the state. So, if you love local, leave your lunch at home and come explore all of the unique tastes Indiana Grown has to offer at an event of “monumental” proportions!

When: 10 a.m. to 2 p.m.
Friday, June 15

Where: Monument Circle
Indianapolis, IN 46204

Visit IndianaGrown.org to learn more!



Artwork by
Jerry Williams

It all adds up

Successful SECC program nets more than \$1.4 million for Hoosier charities

State employees raised in excess of \$1.4 million that will benefit more than 1,600 charities-- as well as countless people in need throughout the Hoosier State-- via a giving program planned by state workers and facilitated through the Indiana United Way (IUW).

The annual State Employees' Community Campaign (SECC) awards ceremony in late March provided a "moment in the sun" for those who donated to numerous nonprofit causes via scheduled paycheck deductions or direct monetary gifts.

But those present at the Indiana State Library March 29 who gave generously to the campaign said they did so out of a heartfelt desire to help others.

Leading by example

At the helm this year as campaign chairperson was Indiana Department of Environmental Management (IDEM) Commissioner Bruno Pigott, who helped guide the program to one of its most successful campaigns yet.

In all, more than 6,800 employees donated, benefitting a grand total of 1,659 different charities.

For Pigott, the endeavor was a deeply personal one. The current IDEM commissioner was a stay-at-home father in 1996 when his apartment was destroyed by fire. Pigott and his one-month-old son escaped, but the blaze essentially consumed everything they owned.

Watching his home smolder from the safety of the building's parking lot, Pigott began to ponder the family's next move.

"We wondered, 'Where are we going to get clothes?'" he recalled, speaking at the March awards ceremony. "Where are we going to stay?"

Help came quickly, thanks to the Salvation Army, which was located just across the street. People involved with that service helped the Pigotts get back on their feet and now, more than two decades later, the IDEM commissioner remains committed to giving back.

A Shared Cause

Thankfully, a legion of likeminded individuals feels the same, and they opened their checkbooks throughout the year for a long list of nonprofit charitable institutions. The donations will be dispersed by the IUW to the intended beneficiaries beginning in late April.

The final SECC tally came to \$1,432,965 – a mark only a smidgen short of the approximately \$1.45 million goal set by Pigott. Though it just missed that lofty bar, the campaign nonetheless boasted more than 60 "Champion" level agency donors and was among the highest totals collected in the SECC's history.

Individuals and agencies can qualify for one of the three Champion levels – gold, silver and bronze-- which are based on the amount donated.

Champion level donors accounted for almost 60 percent of the total funds donated, though slightly fewer than a fourth of all contributors pledged at the Champion level. The average contribution per person came out to a little more than \$43.

Pigott said that level "illustrates the generosity of state employees."

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A special ceremony in March honored the many individuals and state agencies who gave generously to the State Employees' Community Campaign (SECC) in 2017-18. Seen here are Indiana United Ways President/CEO Maureen Noe, Indiana State Personnel Department Director Britni Saunders, Indiana Department of Environmental Management Commissioner Bruno Pigott and Salvation Army Maj. K. Kendall Mathews.

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It all adds up

Beyond that is the “Torchbearer Society-level” contribution, which is reserved for donations of \$1,000 or more. More than 200 state employees could lay claim to that mark in the most recent campaign, accounting for about 25 percent of the 2017-18 total.

“That’s incredibly impressive,” said the IDEM commissioner.

Those dollars add to four decades of state employee contributions that have raised in excess of \$33 million since the program’s inception in 1978. Comparatively, the SECC netted “only” about \$100,000 in its first year. Adjusted for inflation that’s the equivalent of around \$375,000 today.

‘The Right Thing to Do’

The monumental 2017-18 total deserved acclaim all its own, however, and representatives of numerous state agencies were in attendance March 29 at the Indiana State Library to receive certificates and plaques commemorating their heartfelt donations.

Commissioner Pigott was among the first to give credit where it’s most certainly due.

“I really couldn’t be prouder of my friends and peers at the state here -- my fellow state employees who raised more than 1.4 million bucks to the SECC,” he said. “These are amazing numbers. We couldn’t have done it without you.”

Clearly, the employees who gave during this campaign did so because they wanted to help

others who are less fortunate. Some of the donors said they had experienced difficult times in their own lives, and donating to help people going through similar situations was something they felt called – but not obligated – to do.

Angie Smith, a secretary for the Department of Financial Institutions (DFI), has experienced tragedy and loss on multiple occasions in the past. A fire in 1989 destroyed the Detroit home Smith shared with her mother and then-pregnant sister. The fire robbed them of their possessions and led the three to relocate to Indiana.

Fortunately, Smith and her family were helped by the American Red Cross in the wake of that disaster, and Angie hasn’t stopped giving back in the nearly three decades since she lost her home. Two other, more recent, fires affected Angie’s family as well. She said a blaze in 2014 claimed the life of her uncle.

An animal lover, Angie Smith supports the Humane Society and doesn’t think twice about parting

with some of her paycheck in order to help people – and four-legged friends – in need.

“Giving is in my nature,” she said. “My family and I have been through a lot, but we’ve stayed strong and kept the faith. Thank goodness it’s organizations like the Red Cross that give relief in the midst of disaster, and that’s why I will continue to give.”

Similarly, Sharmaine Stewart, a DFI administrative assistant, gives because she feels it’s “the right thing to do.”

The experience has been heartwarming for Stewart, who, like many other employees, donates half an hour’s wages each pay period to the SECC.

The amount, which is not at all insignificant as it adds up, nonetheless isn’t missed on payday, Stewart explained.

“After awhile you don’t even notice it’s gone,” she said.

The biggest benefit appears to be simply feeling good about doing something kind for others. The fact that so many of her colleagues around the state feel the same is a source of joy for Stewart. “Seeing everybody give really touched me,” she said.

Along the same lines, Sherry Green, a clerical assistant with the Indiana Gaming Commission (IGC), said she has benefited in the past from programs similar to those she



Giving is its own reward for Indiana Department of Financial Institutions employees Sharmaine Stewart (left) and Angie Smith.

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It all adds up

supports through the SECC. Now, she's returning the favor.

"It just makes me feel good," she said, noting that the IGC won a per capita gold award this year – one of 37 state agencies to do so during the most recent campaign. Green and Smith served as campaign coordinators alongside more than 70 other state workers.

Successful campaign – and Just desserts

Ditto for Pigott when it comes to wanting to give back. The commissioner was lauded for his work as campaign chairperson by Indiana State Personnel Department (SPD) Director Britni Saunders, who conducted much of the presentation alongside IUW President and CEO Maureen Noe.

The IDEM commissioner chose to deflect most of the praise, however, instead allowing a little more light to shine on others who contributed.

One of those was Ryan Clem, IDEM Director of Communications, who received a "Director's Award" for his work throughout the campaign.

Nearly 22 years since he and his family were assisted by the Salvation Army at a time when they needed help perhaps more than ever before, that longstanding charity continues to hold a special place in Pigott's heart.

The IDEM commissioner introduced Salvation Army Maj. K. Kendall Mathews, who spoke of his charity's continued mission of

providing what he called "a hand up instead of a handout" to people battling addiction, poverty, food insecurity or any number of other societal issues.



Salvation Army Maj. K. Kendall Mathews detailed how SECC donations positively impact people in need during a special awards ceremony at the Indiana State Library March 29.

Mathews, who serves as executive director of the expansive Harbor Light Center at 2400 N. Tibbs in Indianapolis, spoke of some of the work of his organization, and he thanked the state employees who participated in the 2017-18 SECC.

Most visible during the holidays due to the presence of its bell ringers, the Salvation Army fights its battle year-round.

"Need knows no season," Mathews commented.

Mathews said money donated to the Salvation Army can help people battling drug and alcohol addiction, assist families involved in a disaster and even make the holidays a bit brighter for needy children.

"This is the kind of impact that I

think many of us need to know about when we give of our cash, of our talents, of our time," Mathews said, mentioning a smattering of success stories that have taken place at Harbor Light.

After 40 years of successful SECC initiatives, the generosity of state employees likely comes as a surprise to no one.

But that doesn't mean a little pat on the back isn't necessary – and appreciated.

"The donated dollars from state employees will help many charities continue providing programs and services to those in need," Saunders said. "Your continued donations, not only of dollars, but of time and commitment have greatly benefited the campaign and the state. Thank you."

*Photos by Jeff Mullins
Story by Brent Brown*



Indiana Department of Environmental Management (IDEM) Communications Director Ryan Clem (left) was honored with the prestigious "Director's Award" at the 2018 SECC awards ceremony. Clem is seen here with IDEM Commissioner Bruno Pigott.

Expiration of your Family-Medical Leave (FML) and FML Recertification

DEADLINE

If you have a current Family Medical Leave (FML) approval for intermittent leave, you may be wondering what will happen to that approval at the end of the fiscal year or what happens if your need for leave may continue beyond June 30, 2018.

Indiana state government has designated the fiscal year as the twelve-month period to calculate FML. The fiscal year runs from July 1 through June 30. This means all FML approval(s) for intermittent leave **will expire June 30, 2018**. The new fiscal year will begin July 1, 2018.

Employees who have an approval for intermittent FML in the current fiscal year (July 1, 2017 through June 30, 2018), and anticipate the need for FML will continue after June 30th of this year, are required to submit a new Request in PeopleSoft and Certification of Health Care Provider documenting the need for leave.

ACTION REQUIRED

Your newly submitted FML request must be accompanied by a newly completed Certification of Health Care Provider (CHCP) form based on a **recent, in-person visit to the health care provider, which consists of examination, evaluation and/or treatment.** Absences for continuing conditions are considered foreseeable; therefore, your request and completed CHCP must be

submitted thirty (30) calendar days in advance of the new fiscal year which begins July 1, 2018. The CHCP form must be filled out completely by the health care provider and needs to include a description and/or details of the medical necessity for leave and the estimated frequency and duration of absences for the condition for which you are requesting leave. Timely submission of the documentation is ***the employee's responsibility***, not the health care provider's.

Eligibility for FML will be calculated for the new fiscal year, so employees who have been employed less than twelve (12) months (consecutive or non-consecutive) and/or who have not physically worked at least 1250 hours in the immediately preceding twelve-month period will not be eligible for FML in FY2018/19 until they have met all eligibility requirements.

Additionally, second and third medical opinions may be required.

TWO SPECIAL SITUATIONS

1. If you have exhausted the full 12-week allotment of FML before you submit your request for the new fiscal year, then the system will automatically deny any request for additional FML submitted before July 1, 2018. If you are in that situation, you should go ahead and obtain your new Certification of Health Care Provider, then

submit your request with that documentation immediately upon the new fiscal year.

2. So, what if you need continuous FML for something like a surgery scheduled in May or June and your recovery will continue beyond June 30th? If you receive approval for a continuous family-medical leave that crosses into the new fiscal year, you do not need to submit a new Request in PeopleSoft or provide updated documentation just to support the part of approved leave that occurs after June 30th. However, if additional leave is needed in the new fiscal year beyond the initial return to work date in the approval, updated medical documentation will be required to support the need for additional leave.

RESOURCES

For more information relating to Family Medical Leave, including eligibility requirements, policies, forms, and FAQs, please visit the SPD Family & Medical Leave webpage at www.in.gov/spd/2397.htm.

If you have additional questions, please feel free to contact the FML helpline at 317-234-7955, or toll free at 1-855-773-4647 and choose the FML option.

Also, keep a look out for more articles on FML related topics!

When ‘Banana Boat’ Met ‘Roadside’

IDEM Risk Assessor finds love and new purpose on the Appalachian Trail

Stephanie Redick had just turned 30, and life wasn't coming together in quite the way she'd hoped.

Like many young professionals, the Indiana Department of Environmental Management (IDEM) Office of Land Quality (Science Services Branch) risk assessor left college with a veritable mountain of debt, and even though she enjoyed her job, the sum of her life just didn't equal the parts.

And it wasn't for lack of trying.

Something was missing from the equation – many things, maybe, in spite of Stephanie's best intentions.

"I felt like I had always done the 'right' things in life, and the result of that left me with an overwhelming student loan debt and the realization that I'd never stepped back to consider if the traditional life path to success was right for me," Redick reflected.

The Owen County resident took a long look at her life and herself, considered her options, and finally left her job to take on an adventure she hoped would, quite literally, lead her down a new path.

Starting in Georgia and finishing in Maine, it took Stephanie almost five-and-a-half months to complete a nearly 2,200-mile trek on the legendary Appalachian Trail, but along the way she found excitement, purpose, and unexpected love.

And waiting at the end of the trail was perhaps what she'd set out to find in the first place: the best version of herself and a new outlook on life.

Call of the Wild

Redick planned her Appalachian Trail hike in only seven weeks, a significantly shorter period of time than many others set aside to map out their routes, gather their supplies and steel themselves for a rugged wilderness journey straight out of the mind and pen of Jack London.

The Appalachian Trail Conservancy estimates around 2 to 3 million people attempt at least a part of the trail, which passes through a dozen states, each year, but only a select few set out to tame the entirety of one of the nation's longest hikes. Even fewer find themselves at the "finish line," the trail's northern terminus at Mt. Katahdin, the tallest peak in the Pine Tree State.



IDEM Senior Environmental Manager Stephanie Redick completed the 2,189 mile Appalachian Trail over the course of five months and 12 days in 2015.

The "AT" is among the oldest trails in the country, and compared to some, the path is relatively hospitable. All the same, Redick said she battled the elements as much as she managed fatigue and evaded natural threats.

Record-setting rain in Vermont at a time when temperatures hovered in the 40s-- at best-- was one challenge, while life on the trail and occasionally scant food sources led to a dramatic weight loss for the IDEM risk assessor.

"I lost 30 pounds and finished the trail weighing only 85 pounds," Stephanie recalled.

Conquering the trail is certainly no picnic, and though Stephanie was a novice hiker, her brief time for research still helped her prepare appropriately for the trip.

Redick began the trail March 3, 2015, about a month before most hikers set off on their journeys.

Each hiker tackles the course for reasons largely known only to them, and those intrinsic goals serve both as a guide and as a source of motivation when the trail begins to take its toll. The elements, as expected, can be unforgiving. With weeks to go before the onset of spring-like weather, Stephanie encountered Mother Nature's mercurial moods almost as soon as she hit the trail.

"My first few weeks on the trail, it snowed several times in

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When ‘Banana Boat’ Met ‘Roadside’



IDEM Senior Environmental Manager Stephanie Redick met North Carolina native Rob Angst while hiking the Appalachian Trail in 2015. The two co-authored a book about their experiences, which they self-published earlier this year.

northern Georgia and along the Tennessee/North Carolina border, and sometimes temperatures in the mountains were in the single digits,” Stephanie said.

Giving up and turning back wasn’t an option, so Redick took the weather’s best shots and kept moving.

Some of the best days of the lengthy sojourn, unbeknownst to Stephanie at the time, lay ahead.

‘Banana Boat’ and ‘Roadside’

An avid kayaker and spelunker, Redick’s signature yellow kayak didn’t make the journey with her, but Stephanie’s ownership of the brightly hued canoe would soon earn her a unique nickname: “Banana Boat.”

It’s customary for AT hikers to refer to one another only by nicknames, which may reflect one’s gear, personality, activities, or even embarrassing trail mishaps.

Redick’s yellow “boat” gave her a nickname as colorful as some others on the trail, but there was one other hiker bearing a similarly unique AT

moniker with whom she eventually formed an indelible bond.

Before tackling the AT, Rob Angst was given the trail name “Roadside” for his propensity in his younger days to walk along the roads near his North Carolina home. Rob’s travels sometimes even took him into neighboring counties, so it seems only natural that the Raleigh native would eventually take on hiking as a favorite activity.

Angst, then 23, set out on his AT journey March 1, but Stephanie caught up to him at a camp in the Tar Heel State.

It was there that “Banana Boat” met “Roadside” and an unexpected friendship began taking root. Romance, however, was the furthest thing from either hiker’s mind.

“The AT is a very social trail,” explained Stephanie. “Even when you start as early before the main crowd as Rob and I both did, there are many other people out there, and friendships quickly form among

hikers.”

The trail has a way of breaking down social barriers that might separate people in their day-to-day lives, making such relationships possible.

“One special aspect of the trail is that it is the ultimate equalizer,” Redick said. “Everyone out there is experiencing the same miles and conditions, and shares the same common goal of hiking north to Mt. Katahdin for whatever compelling personal reasons.

For a large leg of the Appalachian expedition, Banana Boat and Roadside were part of a group of about 10 hikers navigating approximately 1,000 miles of the southern portion of the AT. As the journey continued the bond between Redick and Angst grew, bolstered as much by the difficult times as it was by the pleasant experiences.

Stephanie cared for Rob when he fell ill with food poisoning – twice – and Roadside returned the favor by

(Continued on page 12)

(Continued from page 11)

When ‘Banana Boat’ Met ‘Roadside’

helping Banana Boat battle through hypothermia.

On the trail, the pair found comfort in one another’s companionship. Soon enough, though they started their journeys separately, they knew that they wanted to reach Mt. Katahdin together.

“We liked each other’s character,” Stephanie said of the birth of her relationship with Rob. “I think that makes a relationship special – when you’re not looking for it and then you meet a person you’d rather be with than be without.”

Trail Mix

Along the way to Maine, the myriad adventurers trekking through the AT were aided by “trail angels” – people who live near the route who provide food, shelter and encouragement to road-weary hikers – and others, such as hostel operators. A kindly mobile food vendor who operates solely on donations was one such person who made the trip a little bit easier – and more memorable.

Meeting people who were willing to open up their homes – and hearts-- to complete strangers reaffirmed Redick’s belief in the common good of people, and in the connections inherently shared via the human spirit.

“Being part of such a kind and welcoming community restored my faith in humanity and made me realize how much human goodness there is in the world,” Redick reflected.

By the time Stephanie finished her journey, the many colorful

characters that had joined her along the AT had woven their way into an eclectic tapestry of memories she will always cherish.

Two Wolves in a Wood

Stephanie and Rob initially wanted to keep their experiences on the trail primarily to themselves, but after examining how their situation differed from so many other tales of the AT, they decided to detail their journey in a book.

Redick and Angst co-wrote *Two Wolves in a Wood: Savagery and Circumstance on the Appalachian Trail* and self-published it earlier this year in paperback and electronic formats.

Stephanie said she hopes her book will inspire people to heed life’s call – even if it borders on something a bit wild.

“I hope people will find the courage to go answer whatever is calling them,” the author said. “It is so easy to think of things you’d like to do, but never actually find the time to do them. Life is short.”

Redick’s journey was documented by her IDEM colleagues in her absence. The crew set up a four-foot-tall trail map on a wall in the office that kept track of Stephanie’s progress on the AT.

She returned to her previous position in October 2015, this time with a new sense of self and purpose.

It didn’t take long for Roadside and Banana Boat to find themselves at home in the Hoosier State,

together, either. Rob relocated to Indiana about a year-and-a-half ago to be with Stephanie.

With any luck, the two will have many more journeys to share.

Stephanie said they ventured through Iceland’s famed Laugavegur Trail last summer, and the next item on the hiking agenda may be the Pacific Crest Trail. The PCT is about 2,650 miles long – a fair bit lengthier than the AT and no less arduous.

But what fun is life if there are no (figurative and literal) peaks to climb?

These days Stephanie Redick works as a Senior Environmental Manager for IDEM. She occasionally still sleeps outside, at once at peace with nature, and at long last, with her direction in life and her place in the world.

She hopes the same for any other disillusioned person who may one day stop to wonder, “Isn’t there more to life than this?”

“For me, taking the time and stepping away from my life to hike gave me the clarity to reevaluate what things in life are truly important,” Redick said. “I have a much stronger appreciation for experiences and the people I’m close to, and don’t have much need for material possessions. I’d hope that other people can step away to reconsider what is truly important to them.”

Photos provided by Stephanie Redick
Story by Brent Brown

200+ reasons to hit the road for Visit Indiana Week

[Lt. Gov. Suzanne Crouch](#) and [the Indiana Office of Tourism Development](#) (IOTD) are celebrating Visit Indiana Week in conjunction with National Travel and Tourism Week May 6 through May 12.

“Each day of the week will feature a different promotion to get Hoosiers and visitors out on our roadways and into your communities,” said Crouch. “I have traveled north and south, east and west in our great state and can tell you that we have some truly wonderful experiences out there.”

More than 200 attractions and properties will be offering discounts and promotions for travelers.

“This is an example of Hoosier Hospitality at its finest,” said Mark Newman, IOTD’s executive director. “Our partners across the state have stepped up to make this an extraordinary Visit Indiana Week showcasing much that our allied travel, tourism and hospitality industry has to offer.”

[State Parks Sunday](#) kicks off Visit Indiana Week with free admission to 51 [Indiana Department of Natural Resources](#) properties. Areas offering free admission include all [State Parks](#), [State Forest Recreation Areas](#) and [State ORV Riding Areas](#) owned and managed by the [Indiana Department of](#)

[Natural Resources](#). They offer a combined 7,700 campsites, more than 150 cabins, and in excess of 700 miles of hiking, biking and horseback riding trails.

May 7 is [Museum Monday](#) with discounted or free entry at 29 museums around the state. From art to cars to the stars and much more, there are many reasons to get out and visit an Indiana museum during Visit Indiana Week.

With discounts at 36 locations, [Tastings Tuesday](#) is a great day to get out and sample local beverages. Thirty-eight Indiana wineries, breweries, cideries and meaderies will offer discounts May 8. A fast-growing industry in the Hoosier State, Indiana establishments annually bring home national awards for their wines, brews and spirits.

[Wild Wednesday](#) features discounts at 13 animal and wilderness experiences May 9. From zoos to sanctuaries to farms to the wilderness, Indiana is an amazing place to get an up-close experience with wildlife. Discounts include the

opportunity to visit a historic farm, touch an elephant or even cuddle a kitty.

[Throwback Thursday](#) celebrates Indiana’s historical destinations with discounts at 35 locations around the state May 10. Founded in 1816, Indiana’s history dates back even further. The Indiana Historical Society, Conner Prairie, Indiana State Historical sites and more are all providing discounts.

Bring your appetite on [Foodie Friday](#), as 28 Indiana eateries will offer discounts May 11 in celebration of Visit Indiana Week. From artisan marshmallows, chocolates, olive oils and sausages to fine dining, barbecue, ‘50s diners and even ice cream, Foodie

Friday will be a culinary celebration of the Hoosier state that everyone can enjoy.

From hiking to spelunking to paddling, from baseball to bowling to hoops, [Sports and Outdoor Saturday](#) has something for everyone. Have an adventure to close out Visit Indiana Week with Sports and Outdoor Saturday, featuring 21 discounts on sporting events, history or activities May 12.

Follow your friends, neighbors and out-of-towners on their social media adventures by using #VisitIndianaWeek.



IRS Encourages Paycheck Checkup for Taxpayers

The Internal Revenue Service is encouraging taxpayers to do a “paycheck checkup” to make sure they have the right amount of tax taken out of their paychecks for their personal situation.

To help taxpayers understand the implications of the Tax Cuts and Jobs Act and the importance of checking their withholding as soon as possible, the IRS unveiled several new features, including a new series of plain language Tax Tips, and a YouTube video series.

The videos, resources and information links can be found at <http://auditor.in.gov/2366.htm>.



The law increased the standard deduction, removed personal exemptions, increased the child tax credit, limited or discontinued certain deductions and changed the tax rates and brackets.

Who Needs a Paycheck Checkup?

The IRS recommends employees check their withholding at the beginning of each year or when their personal circumstances change to make sure they’re having the right amount of tax withheld from their paychecks. With the new tax law changes, it’s especially important for certain people to use the Withholding Calculator on IRS.gov to make sure they have the right amount of withholding.

Among the groups who should check their withholding are:

- Two-income families.
- People working two or more jobs or who only work for part of the year.
- People with children who claim credits such as the Child Tax Credit.
- People with older dependents, including children age 17 or older.
- People who itemized deductions in 2017.
- People with high incomes and more complex tax returns.
- People with large tax refunds or large tax bills for 2017.

When personal circumstances change that reduce withholding allowances they are entitled to claim, including divorce, starting a second job, or a child no longer being a dependent, an employee has 10 days to submit a new Form W-4 to their employer claiming the proper number of withholding allowances.

For more details on withholding issues, taxpayers are encouraged to visit IRS.gov.

May 6-12, 2018

Public Service Recognition Week

Celebrated the first week of May since 1985 Public Service Recognition Week (PSRW) is organized annually by the Public Employees Roundtable and its member organizations to honor the men and women who serve our nation as federal, state, county and local government employees. Here in state government, we’ll celebrate all those that work for Indiana from May 6-12. Expect more information delivered in an email the morning of **Monday, May 7** about the week’s activities. Don’t forget that you get a day off during the week too! It’s Primary Election Day on Tuesday, May 8.

There are a few statewide dress days planned for the end of the week to honor your years of state service, sports/pop culture and to Celebrate Hoosier pride. Follow our accounts on social media and use the hashtags #INAppreciation and #PSRW when posting.

If you’re an employee at the Indiana Government Center in downtown Indianapolis, we’ll host the Statehouse Market Street Fair on campus complete with food trucks and other fun activities.

Thanks for serving all Hoosiers!

(Continued from page 2)

Run the State Series kick-off sets new attendance record



Monique Jordan (center) celebrated her completion of the April 28 Run the State 5K at Indiana Dunes State Park surrounded by family members. Seen here are (middle row, left to right) Jordyn Ellis, Jaylen Ellis, Addison Jordan, Antwan Jordan Jr. and the group's new friend, Alexis, who joined them on the run. Behind them are Antwan Jordan Sr. (Monique's husband) and Courtney Johnson, stepfather of Jordyn and Jaylen. Monique works as a State Eligibility Consultant for the Family and Social Services Administration (FSSA).

The 11-year-old delicately pulled another piece and placed it atop the increasingly unsteady pile.

"You're going to lose," she said to her mom, laughing.

Moments later, the blocks finally collapsed as Michelle unsuccessfully attempted to add a piece.

"I win," Payton declared, dancing victoriously.

Others played life-size checkers, corn toss or a game similar to Connect 4. Some chatted with one another and listened to music or warmed up with coffee and snacks.

After finishing the course, many participants took "selfies" they could submit to receive 250 Points in Go365.

Health was a major focus for some runners, though few are likely to have as inspiring a story to share as that of Monique Jordan.

Jordan, a State Eligibility Consultant for the Family and Social Services Administration (FSSA) in Lake County, ran her first 5K in late April 2017. One year later, she celebrated her 34th birthday having lost 76 pounds.

Monique said she exercises a total of eight times each week, drinks almost two gallons of water per day and has traded unhealthy foods in favor of vegetables and other nutritious meals and snacks.

Her efforts have not only helped her lose a great deal of weight, but have also contributed to reducing her Go365 age to 39. That means Monique's overall physical health status is only a few years older than her actual age. The health measurement previously put Monique at age 45 in 2017.

Jordan's unhealthy habits were physically aging her, damaging her body. But she's successfully reversed that course.

Infectiously happy and optimistic, Jordan said her improved health is one reason for her ever-present smile. "I feel great," she said. "I've done many things I'm happy about in my life, but one of the best things I've done for myself was the weight loss. I have more energy now. I seem to be a lot happier. I smile more. So, I can honestly say the weight loss is a great thing for me."

Monique had plenty to smile about at the 5K as she outpaced her

husband, son and daughter, crossing the finish line before any of her accompanying immediate family members – Antwan, Antwan Jr. and Addison.

Monique added that her healthier habits have even helped her improve her focus at work. She is also busy recruiting others to join her on her walks and in exercise programs in the hopes her friends, family and work colleagues might see similar health benefits.

Jordan plans to return at next year's 5K where she may have more inspiring words to share.

"I plan to make this an annual thing," she said.

Other state employees can do the same as the series continues through late summer, bringing hikes to New Harmony and Madison, and a 5K each to Indy and Bluffton.

Visit InvestInYourHealthIndiana.com/5k to register for events and learn more about the Run the State 5K/Hike Series.

Photos by Jeff Mullins, INSPD
Story by Brent Brown, INSPD

Bread Company in a Jam

The Panera Bread website leaked customer data for nearly eight months before the problem was discovered. Those affected had signed up for an account enabling them to order food online. Compromised data included names, emails, physical addresses, birth dates, and the last four numbers of payment cards. The system was taken offline Monday, April 2.

Finding out about the breach was painful for Panera. Making matters worse was the fact that they were notified of this problem in August 2017; however, they were not able to successfully remediate the issue.

As a result of this breach and countless others, billions of passwords are available in dark places on the Internet. Here are some tips to help you manage your passwords:

1. Change passwords regularly. This minimizes the risk that an old password found on the web will still work.
2. Make sure passwords are strong enough to get the job done.
3. Do not use your work password at home.
4. Don't use the same password for your sensitive accounts (financial information) that you

use for less important matters (entertainment).

Strong passwords

Strong passwords require a degree of complexity and three factors can help users develop this: **length, width, and depth.**

Length: Longer passwords are harder to crack. A general recommendation is eight to 16 characters.

Width: Passwords do not need to consist of only the alphabet. The following characters should be included in every password:

- Uppercase letters such as A, B, C
- Lowercase letters such as a, b, c
- Numbers such as 1, 2, 3
- Special characters such as \$, #, @; Alt characters such as £, π, Σ

Depth: Choose a password with a challenging meaning – one that is not easily guessable. Try using phrases like these:

- 'I'm a cat!' becomes "Im@Kat!"
- 'four score and seven years ago' becomes '4S@7ya'

Below is a table of different characters and character sets that can be substituted for letters:

A	B	C	D	E	F	G	H	I	J	K	L	M
4	3	<	>	3	Ph	&	| - |	1	]	| <	1	^^
^	6	[	)	( -	| =	9	#	!	_ |	{	| _	] V [
@	] 3	()				6	] ~ [	|			#
] [] _	
N	O	P	Q	R	S	T	U	V	W	X	Y	Z
/ | /	0	] >	(.)	| 2	5	7	| _ |	V	V v	> <	\ |	2
| \ |	()	| *	0 |	| ^	\$	+	( )	^	∨	%	/	7 _
	< >	| 0					v		/			
	| |								U U			

Family Night with the Fort Wayne Tin Caps



Attention Fort Wayne area employees! Buy tickets for the Fort Wayne TinCaps vs. South Bend Cubs game on **May 18**. Reserve your tickets today via this link:

- <https://tincaps5.streamlineticketing.com/group/event/indianastate/>
- DEADLINE TO ORDER TICKETS: MONDAY, MAY 14

In honor of the Public Service Recognition Week, state employees in Fort Wayne and surrounding areas are invited to join the Fort Wayne TinCaps for some fun at the ballpark on Friday, May 18 at 7:05 PM!

Tickets are \$7 and located in the front rows of Section 101 along the first baseline.

Post-game fireworks! A fabulous firework display will be shot off directly from center field following the game!

Grease 40th Anniversary Tribute Night!

Run the Bases following the game! After the game, all fans are welcome on the field!

For more information, check out the [flyer from the TinCaps](#).

2018 Employee Assistance Program wellness webinar calendar



View the webinars on demand — anytime, anywhere. Submit a question and receive a response via email. Questions are logged in a FAQ section so you have the ability to browse and learn from the questions of others.

	Monthly theme	Monthly webinar title	Webinar description Join us for these introductory webinars on work-life topics.
JAN	Free yourself Becoming organized and clutter-free	Everything in Its Place: Getting Organized Available on demand starting Jan 16	When we are not organized, we waste precious time and create chaos in our lives. Minimize the stress and maximize the tranquility that comes from putting everything in its place.
FEB	BFF Being your own best friend	Self-Care: Remaining Resilient Available on demand starting Feb 20	Learn to identify ongoing symptoms of stress and how to find a healthier approach to the demands of work and home.
MAR	Staying on track Budgeting and personal finances	Your Routine Financial Checkup Available on demand starting Mar 20	Examine your finances from a variety of perspectives, and review and prioritize all of your debts as you explore your assets.
APR	Keep it kind Creating positive interactions	Maintaining Respect and Civility in the Workplace Available on demand starting Apr 17	Identify methods to assertively address inappropriate conduct within the workplace to promote a healthy work environment.
MAY	Life 101 Basic skills of adulthood	DIY: Apps and Guides for Household Management Available on demand starting May 15	Get a helpful overview of key household management items, as well as links to guides and apps to help you keep track of it all.
JUN	Rise up! Reducing sedentary behavior	Improve Your Health With Proper Ergonomics and Frequent Movement Available on demand starting Jun 19	Research has found that a sedentary lifestyle is just as or more harmful than smoking. But we can impact this by incorporating frequent movement into our lives!
JUL	Grocery run Making sense of nutritional information	Eating Your Way to Wellness Available on demand starting Jul 17	This session focuses on the USDA's MyPlate with tips and resources on how to eat your way to better and long-lasting health.
AUG	Ages & stages The new developmental milestones	Technology and Keeping Your Kids Safe Available on demand starting Aug 21	The seminar touches on the risks facing children online. You'll learn helpful tips, from where to locate the computer in the home to available parental computer monitoring programs.
SEP	GPS! Charting a course to reach your goals	Creating a Personal Development Plan Available on demand starting Sep 18	Participate in this session to understand effective goal setting and identify potential obstacles that can create barriers to reaching your goals.
OCT	Bounce back Recovering from stressful situations	A Personal Guide to Building Resiliency and Coping With Change Available on demand starting Oct 16	It's not what happens to us but how we respond to what is happening to us. This seminar will empower you to become more resilient.
NOV	Talking together Family conversations about aging	Caring for Aging Relatives Available on demand starting Nov 20	Older relatives may require more care than family or neighbors can provide. This seminar is a helpful first step to determine what kind of care is needed.
DEC	Just ask Asking for what you need	Say What You Mean the Right Way: Healthy Forms of Communication Available on demand starting Dec 18	There are many ways to communicate how you feel to the people in your life. Explore how you can use communication to strengthen your relationships.

To view a seminar on demand go to anthemeap.com and enter **State of Indiana**
You'll find these and other seminars in the **Seminars Center** that rotates in the middle of the page.

Anthem Blue Cross and Blue Shield is the trade name of: In Colorado: Rocky Mountain Hospital and Medical Service, Inc. HMO products underwritten by HMO Colorado, Inc. In Connecticut: Anthem Health Plans, Inc. In Georgia: Blue Cross and Blue Shield of Georgia, Inc. In Indiana: Anthem Insurance Companies, Inc. In Kentucky: Anthem Health Plans of Kentucky, Inc. In Maine: Anthem Health Plans of Maine, Inc. In Missouri (excluding 30 counties in the Kansas City area): RightCHOICE® Managed Care, Inc. (RIT), Healthy Alliance® Life Insurance Company (HALIC), and HMO Missouri, Inc. RIT and certain affiliates administer non-HMO benefits underwritten by HALIC and HMO benefits underwritten by HMO Missouri, Inc. RIT and certain affiliates only provide administrative services for self-funded plans and do not underwrite benefits. In Nevada: Rocky Mountain Hospital and Medical Service, Inc. HMO products underwritten by HMO Colorado, Inc., dba HMO Nevada. In New Hampshire: Anthem Health Plans of New Hampshire, Inc. Anthem Health Plans of New Hampshire, Inc. HMO plans are administered by Anthem Health Plans of New Hampshire, Inc. and underwritten by Matthew Thornton Health Plan, Inc. In Ohio: Community Insurance Company. In Virginia: Anthem Health Plans of Virginia, Inc. trades as Anthem Blue Cross and Blue Shield in Virginia, and its service area is all of Virginia except for the City of Fairfax, the town of Vienna, and the area east of State Route 123. In Wisconsin: Blue Cross Blue Shield of Wisconsin (BCBSWI), underwrites or administers PPO and indemnity policies and underwrites the out-of-network benefits in PDS policies offered by CompCare Health Services Insurance Corporation (CompCare) or Wisconsin Collaborative Insurance Company (WCIC). CompCare underwrites or administers HMO or PDS policies; WCIC underwrites or administers Well Priority HMO or PDS policies. Independent licensees of the Blue Cross and Blue Shield Association. ANTHEM is a registered trademark of Anthem Insurance Companies, Inc. The Blue Cross and Blue Shield names and symbols are registered marks of the Blue Cross and Blue Shield Association.

LOSE THE HABIT



You gain so much more when you lose the tobacco habit ^{1,2}

After you quit tobacco, here's what happens within:

20 minutes		Your heart rate and blood pressure drop
12 hours		Dangerous levels of carbon dioxide in your blood drop to normal
5 days		Most nicotine is out of your body
2 weeks– 3 months		Circulation improves and lung function increases (if you were a smoker)
1–9 months		Circulation improves and your body's overall energy levels increase (if you were chewing tobacco)
1 month		Your skin appearance is likely to improve
1 year		Your risk of heart disease is cut in half, compared to those who use tobacco
5 years		Your risk of stroke decreases to that of a non-tobacco user



RESOURCES AND TOOLS

As a Go365[®] member, you have access to resources and tools to help you get and stay tobacco-free (and earn Points while you're at it). Options include:

- Completing online calculators
- Enrolling in health coaching
- Taking an online course

For a personalized list of activities that may be eligible for Points:



- Sign in to Go365.com
- Visit the "Activities" section and filter to the "Recommended" category
- Ensure you've completed your Go365 Health Assessment for the most personalized list

Did you know?

An individual's chance of quitting tobacco successfully increased by 50–70 percent when taking NRT* (nicotine replacement therapy), according to a review of 150 trials of NRT.³

*Prescription and some OTC smoking cessation drugs are covered with limits by the State Employee Medical Plans. Contact CVS Caremark at 1-866-234-6869 for more information.

References

¹American Cancer Society

www.cancer.org/healthy/stay-away-from-tobacco/benefits-of-quitting-smoking-over-time.html

²Killthecan.org

www.killthecan.org/additional-resources/stop-chewing-recovery-timetable/

³Cochrane

www.cochrane.org/CD000146/TOBACCO_can-nicotine-replacement-therapy-nrt-help-people-quit-smoking

You are enrolled for Cybersecurity Training

The State of Indiana began its second year of cybersecurity awareness on Tuesday, May 1, 2018. All employees (including contractors) are auto-enrolled via the mass enrollment process in PeopleSoft ELM. One cybersecurity topic will be delivered each month with the modules varying in length from 2 minutes to 15 minutes. PeopleSoft ELM User Guides may be found online here: www.in.gov/spd/2367.htm.

*Please note: If you are launching the modules using the Internet Explorer web browser you must hit F11 on your keyboard to enlarge the training course to full-screen.

Awareness activities include:

- Interactive Modules
- Video and/or audio narration
- Resource page
- Phishing simulations

We thank you for the historical support with all cybersecurity initiatives and look forward to working with you in the coming year.

For additional questions, please contact Cybersecurity Awareness at Awareness@iot.in.gov.



2018 EDUCATIONAL DINNERS



Hosted by Hoosier S.T.A.R.T. and State Auditor Tera Klutz

MARK YOUR CALENDAR
for this year's Hoosier S.T.A.R.T. Jeopardy!

September 19 — Lafayette
September 20 — Merrillville
October 2 — Evansville
October 3 — Madison
October 16 — South Bend
October 17 — Fort Wayne

Returning to Indianapolis in 2019!