



The Torch

The official newsletter for Indiana state employees

If you see something, say something: Hoosiers asked to report suspicious activity

The Indiana Department of Homeland Security, Indiana State Police and the City of Indianapolis Department of Public Safety ask Hoosiers to report suspicious activity. This is especially important at large events.

Suspicious activity reports are one of the best defenses against violent acts. Cameras used by private businesses and a tip from a citizen were key in the identification of the two Boston Marathon bombing suspects.



Local, state and federal agencies advocate the "If You See Something, Say Something" campaign. Citizens are one of the best partners public safety professionals have against violent situations. The average person needs to know that their input is critical in prevention and finding perpetrators.

A few important points:

- Do not feel embarrassed for reporting something out of the ordinary. If it doesn't seem right, report it.
- When reporting suspicious

behavior, it is important to take note of several key details, such as when and where you witnessed the behavior and any description of individuals involved such as gender, age, physical description and unique characteristics. Also take note of any vehicles involved, make and model of the vehicle, and its direction of travel.

- DO NOT confront anyone who is exhibiting suspicious behavior.
- To report suspicious activity, contact on-site security, local law enforcement's non-emergency line or the Indiana Intelligence Fusion Center at 1-877-226-1026. If violence is imminent, call 9-1-1.
- Program the number for the Fusion Center into a cell phone.
- Examples of suspicious activity include monitoring personnel, testing security, unusual or prolonged interest in security measures, or purposely placing objects in sensitive areas to observe response. For example, a person taking photos at a high profile event is not unusual in itself; but if that person is only taking photos of security cameras or personnel, that activity would be suspicious.

For more information go to in.gov/iifc or getprepared.in.gov

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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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New agency

Lt. Governor launches Indiana Office of Defense Development

On Governor Pence's first day in office, the Indiana Office of Defense Development (IODD) was created through an executive order to provide a focused effort on growing the defense sector business in Indiana and creating jobs for Hoosiers.

Duane Embree, who served the Navy with 35 years of federal civilian service and the last 13 of those years was a member of the Senior

IODD will focus on four main components of economic development within the defense sector: First, to preserve and grow our current military assets and installations. Second, to promote and strengthen the defense industries in Indiana. Third, to attract defense related industries through local, state and regional economic development organizations. And finally, to promote the use and commercialization

of defense and federal intellectual property to create new products, companies and jobs.

"We will work closely with state and economic development agencies and the state government's office in Washington,"



Lt. Gov. Sue Ellspermann appointments Duane Embree as the Director of the Indiana Office of Defense Development (IODD).

Executive Service, was appointed as the director of the Indiana Office of Defense Development. This new office is part of the Lt. Governor's family of business agencies.

"Our goal with the IODD is a focused economic development effort to grow defense industry business in Indiana and create jobs for Hoosiers," said Ellspermann. "Our goal is not only to preserve and protect the assets we have today, but to also open our doors to strategically seek out orphan activities and attract those cross-functional opportunities for training and innovative companies interested in expanding defense technologies. Indiana has to market itself as open for military business."

said Embree. "We will have to learn to spend our money better and make adjustments as we go along to certain programs."

The IODD will work with all existing defense assets in the state, and has signed a partnership agreement with NSWC Crane. This agreement is the next step in leveraging the incredible assets at NSWC Crane and other defense installations along with Indiana's industry and academic assets for economic development and makes the most of taxpayer funded capabilities and research.

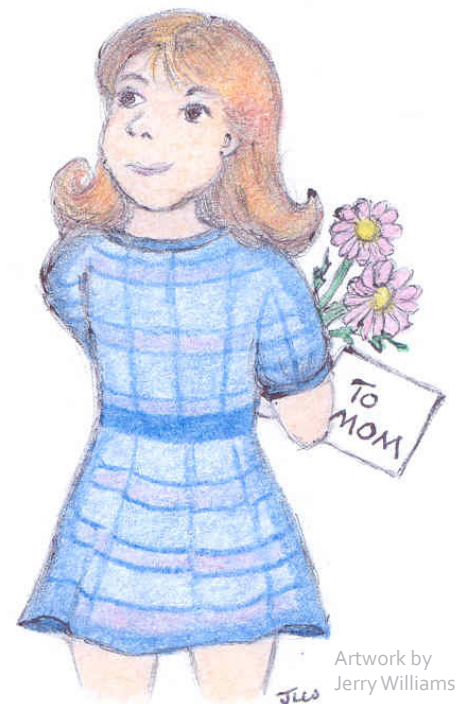


May 5-11, 2013

Celebrated the first week of May since 1985, Public Service Recognition Week (PSRW) is time set aside to honor the men and women who serve our nation as federal, state, county and local government employees and ensure that our government is the best in the world.

The State Personnel Department thanks all state employees for their service, commitment and dedication to making Indiana the best state in the nation.

Even during difficult times, you continue working to find innovative solutions to complex issues. Your hard work does not go unnoticed, and we want you to know that we are proud to serve with you.



Artwork by Jerry Williams

Recovery nutrition is essential following physical activity, like a smoothie

Recovery nutrition is crucial after taking part in extended physical activity. When exercising, the body uses a great amount of calories or “fuel” to provide energy, and promote optimal performance. It is important after a strenuous workout to re-fill energy stores. Recovery nutrition is the key to re-stocking these energy stores, and to ensure you are ready and feeling good for the next challenging workout. When proper recovery nutrition is lacking, you may feel low on energy, tired and experience less than optimal performance. It is also essential for rebuilding and repairing muscle tissue that has been broken down during intense workouts.

To receive the most benefits from recovery nutrition adhere to this rule of thumb: consume a snack within 30 minutes of rigorous physical activity. This is known as the recovery window. Also be sure to grab a snack that contains a combination of complex carbohydrates and lean proteins, this will aid in optimal recovery. Aim for a snack or meal that contains a 3:1 ratio of carbohydrates to protein. If you are an endurance athlete, you may need to bump that ratio up to 4:1 to adequately replenish your fuel stores. Here are some examples of excellent recovery snacks:

- 1 cup Greek yogurt topped with strawberries
- 1 cup low- fat chocolate milk
- 1 Banana + 1 tbsp peanut butter
- String cheese + 6-8 crackers
- A half of a peanut butter and jelly sandwich

Tailor your post-workout recovery snack to your needs. Depending on

the duration and intensity of your workout and your performance goals, you may need more or less recovery nutrition after exercise.



Looking for a quick recovery snack? Try out this easy-to-make peanut butter-banana smoothie:

1. 1 frozen banana
2. ½ cup milk
3. 1 tbsp peanut butter
4. 1 scoop vanilla protein
5. A dash of cinnamon

Place all ingredients in a blender, blend until smooth or until your desired consistency is reached. Add a teaspoon of cocoa powder before blending, if you want a healthy chocolate-y treat!



Thanks to the *Indiana Dietetics Association* for this

submission. Check out their website, <http://eatrightin.org/> for more tips and information.

Visit a farmer's market this spring

On May 23, the Statehouse Market returns to Robert D. Orr Plaza Drive with more options. This season, the market hosts 10 produce vendors and 10 of Indy's favorite food trucks each Thursday through October 10. That's 20 dates for you to eat a fresh lunch and shop for a healthy dinner.



2013 Statehouse Market Vendors include:

- VanAntwerp Farm Market
- Grandpa Jay's Pork
- Wildflower Ridge Honey
- Ludwig's Farmstead Creamery
- Posey & Pumpkins
- Oberweis Dairy
- Melon Acres
- Red Barn Meats
- Bryant Farm
- More vendors still to come!

And more than 40 of Indy's favorite food trucks.

Look for more information about the market in SPD's *Around the Circle* newsletter or email spdcommunications@spd.in.gov.

According to the U.S. Department of Agriculture (USDA), more than 170 farmer's markets are operating in Indiana. To find a market near you, click the following link <http://search.ams.usda.gov/farmersmarkets/>

Do you need some help to start biking?

Join the growing community of bike commuters and discover the fun and freedom of bicycling and the health benefits it brings as well. Below are a few resources to help you start this new hobby.

Beginning bicyclists helpful guidelines

Are you new to biking or to bike commuting? This resource compiles safety tips, helmet guidelines and trip planning in a one page document. These guidelines for biking safety and road etiquette provide the foundation of your bicycling skills and knowledge.

The Right Bicycle

Choosing the right bicycle is very important for any bicyclist. There are many factors that contribute to which bike is best for any bicycle commuter. This resource illustrates the advantages and disadvantages of different types of bicycles, while also providing some information on sizing. If you are planning on purchasing a new bicycle, this guide will help you purchase the right bike.

Safety Tips

Safety is the most important aspect to consider as a novice bicyclist on the road. You may have questions like “where do I ride if there is no bicycle lane” and “what are some of the more common risks that I should watch out for?” This document provides the fundamental safety information that every bicyclist should be aware of as well as some helpful tips for motorists.

Bike to Work Day is May 17, plan now

May is National Bike Month and advocates across the country are preparing for Bike to Work Day, on Friday, May 17. Since the inaugural Indianapolis Bike to Work Day in the mid-90s, the event has attracted an increasing number of participants and sponsors. In 2012, roughly 1,500 cyclists participated, with approximately half of them

attending the main event at the Indy Bike Hub YMCA located at the Indianapolis City Market. The event features a healthy breakfast, coffee, sponsor booths, and since 2010, live remotes by FOX 59 TV.

Early indications show that this year’s Indianapolis Bike to Work Day will be even larger due to the increase in bicycle users and commuters, as well as an increase in bicycle-related facilities like Greenways, Indianapolis Cultural Trail, 50+ miles of bike lanes. There is also an increase in the number of bicycle-friendly businesses (A1 Cyclery, Angie’s List, Bicycle Garage Indy, KIB, Eli Lilly, and Storrow, Kinsella & Assoc.). Add to that mix, is the new Complete Streets ordinance and the soon-to-be introduced Indianapolis Bike Plan, and it’s likely we’ll see a record-breaking Bike to Work Day again.

Thought its important to support and showcase people who already bike to work, a key focus of this year’s event is encouraging novices to try biking to work. A casual bicyclist who has never bicycled to work but tries it on Bike to Work Day is more likely to bike to

work again in the future. Ultimately, the more people who bike to work, the greater the long-term benefits on the health of those individuals in addition to positive effects on our community (i.e. improved air quality,

less congestion, improved livability).

If you’ve ever thought about riding a bicycle to work but need a little extra incentive to give

it a try, mark your calendar for May 17. See website for details and to register your commute visit indycog.org/events/bike-to-work-day-2013.



Need a bike lock?

If you decide to bike to work, the Indiana Government campus has convenient bike lock locations. The INBikePort has 42 bike lockers in [downtown Indianapolis](#) which are accessible via cell phone. With these bike locks, your bike is out of the weather and safe. Your helmet can be stored with outer garments throughout the day.

Once you are a registered member, the cost is \$5.95 for a yearly subscription. Click [here](#) for more information.

To locate Downtown bike lanes, use Indianapolis Downtown Inc.’s [Neighborhood Map](#). If you are looking for additional bike racks and lockers, here is a complete [Downtown Map](#).

Race to college savings with 5/29 plan

The roar of cars at the track and thousands celebrating the “Greatest Spectacle in Racing.” That’s what most associate with May in Indiana. And although there is nothing like watching the Indianapolis 500 there’s more to be celebrated in May: 5/29 College Savings Day.

What’s that you ask? It’s a day to celebrate planning and preparing for the most important investment you can make – an education. You can do this by opening or contributing to a CollegeChoice 529 Savings Plan. The CollegeChoice 529 Plan is a tax-advantaged way for any Hoosier to save for a loved one’s education expenses. Or, you can even save for your own.

Studies have shown that the typical bachelor’s degree recipient can expect to earn about 61 percent more over a 40-year working life than the typical high school graduate earns over the same period. There’s no better gift for a loved one than helping them preparing for some level of higher educational attainment.



The CollegeChoice Plan works for any Hoosier because it’s eligible for more than your 2 or 4 year universities and colleges. Technical, vocational or trade schools qualify as

well. So whether you are saving for your toddler at home or for career retraining for yourself – it works! And even better- saving for the future gives you a tax benefit today! Any Hoosier that contributes to a CollegeChoice is eligible to receive a 20 percent state income tax credit, up to \$1,000, on their contribution. That’s an immediate twenty percent savings, faster than the quickest pit stop imaginable!



Our country’s future depends on an educated workforce. It’s projected

that by 2018 there will be 930,000 job vacancies in Indiana, according to the Indiana Commission on Higher Education. Those are jobs that Hoosiers want and need to fill, but require post-secondary education or training.

That’s why it’s more important than ever that you start planning and preparing now! Don’t put the brakes on your future by not saving now. Help us spread the word by talking to your friends, family and employers about the CollegeChoice 529 Plan. We all need to be involved in making 5/29 College Savings Day a turning point in our communities!

Helio, Dario, TK, and Simona may see life flash by at 220 mph, but you don’t need to. Finish the race a winner by saving today! For more information on the CollegeChoice 529 Savings Plan, visit www.collegechoiceplan.com.



New fiscal year for FML starts July 1

Are you ready? If you have reason to believe the need for any intermittent or reduced-schedule family medical leave (FML) already approved in the current fiscal year will extend into FY 2013-14 (July 1, 2013 through June 30, 2014), then you must re-apply.



FML deadline: June 30

To ensure there is no gap in coverage, use the following checklist:

- May - visit your health care provider for an exam, evaluation or treatment
- June 1 - submit new Request & Certification based on those visits

Remember, a 30 day notice is required for foreseeable absences. If you have FML for a chronic condition now, the need for those absences may continue in the future. This requires a new request and certification.

Failure to timely submit documentation may result in unauthorized leave for absences after June 30, 2013.

If you have questions, please call the FML Call Center at 317. 234.7955 or toll-free at 1.855.SPD.INHR (1.855.773.4647) and choose the FML prompt.

Amusement park summer discounts are now available

Looking to take the family to an amusement park this summer, check out these discounts first and save some money. In Indiana, we have offers from Holiday World and Indiana Beach. Also Six Flags in St. Louis and Kings Island have made offers. Kings Island, open now, is finalizing their discount offer and the information will be posted on the [entertainment discounts page](#) once it becomes available.



Indiana Beach

Located in Monticello, Indiana Beach offers discounts off or gate admission and season passes for employees. Follow the instructions below and you can get normal gate admission (Funday Ticket) for \$26.95 per person, \$9 off normal gate price. The park opens May 11.

1. Visit www.IndianaBeach.com
2. Click on "Buy Online" in the top left corner of the site.
3. Look under Option 2 and click on "Promo Code"
4. Type the code: 2013stateemp

Holiday World

Holiday World and Splashin' Safari in Santa Claus has provided Fun Club Savings Coupons again, good for \$5 off of main gate general admission in May and June. The coupons are good for \$4 off for the rest of the season, except Saturdays in July and August when the coupons are \$2 off. One coupon is good for up to eight discounts. The park opens May 4. Discount coupons are available in W161 in Indiana Government Center (IGC) South while they last. If you can't pick up a coupon at the IGC, you can bring any empty Pepsi can or Bunny Bread wrapper to a Holiday World ticket booth for a discount on

up to eight admission tickets (per can or wrapper). Any Pepsi product or Bunny Bread wrapper will work, and the can or wrapper does not have to have a coupon on it. For admission prices and other discount information, check the [Holiday World website](#) for details.

Six Flags (St. Louis)

Six Flags in St. Louis offers an online purchase program with not only substantial savings, but allows you to "print and go" so you have your ticket in hand when you get to the park with no waiting in the line to purchase tickets. Six Flags offers a few different promotions on the ticket site. The main offer is the EC Regular One Day for \$35.99 per ticket. You can save an additional \$2 per ticket if you purchase your tickets within three days of your visit with the 3-day EC General Admission offer.

There is a Buy 3, Get 1 Free offer up now, but please note if you purchase through that offer the tickets must be used by May 26, 2013. If you present the offer after May 26, you will have to pay an additional gate admission on the fourth ticket.

Purchase tickets here: <https://shop.sixflags.com/clients/sixflags/affiliate/index.php?m=18052>
Username: INSTATE
Password: SixFlags8 (case sensitive).

Great Wolf Lodge offer available year-round

Clear your calendar, pack your swim suits, and head to Great Wolf Lodge! Save 20 percent off the best available room rates at Great Wolf Lodge in Mason or Sandusky Ohio when booking using the code **INDI462B** online at www.greatwolf.com or with a reservationist at 1.800.905.WOLF. Book early for the best rates to save the most! Restrictions apply and you

must present ID upon check in. Offer is based on availability. [View flyer for more details.](#)

Cincinnati Reds

Get discounted tickets for five Cincinnati Reds home games during the 2013 season, the first of which is a May 26 game against the Chicago Cubs. Discount tickets for this offer can be purchased online at www.reds.com/indiana. The online promo code for this offer is: **indy** (all lowercase). Here are the Sunday game dates offered in the discount:

- May 26 vs. Chicago Cubs
- June 9 vs. St. Louis Cardinals
- July 21 vs. Pittsburgh Pirates
- Aug. 4 vs. St. Louis Cardinals
- Sept. 8 vs. Los Angeles Dodgers

Indianapolis Indians

The Indianapolis Indians have offered up special rates to five games so far this season. The first game available is on Sunday, May 12 and tickets can be purchased online, by phone or by mail. Enjoy a special rate of \$4 off of the gate price available only to state employees.



For the May 12 game date, children 14 and under eat free. Kids receive a voucher for one hot dog, one water, and one bag of chips.

The remaining game dates are listed below, along with a link to a flyer that can be used for mail orders. Go to IndyIndians.com to order your tickets. Enter promo code "state" in Step 3 of 5 to receive your discount.

- [May 12](#)
- [June 7](#)
- [July 13](#)
- [August 3](#)
- [August 30](#)

Employee performs ‘shining example of service’ with origami

At the Evansville Psychiatric Children’s Center, Behavioral Health Recovery Attendant (BHRA) Zach Melberg knows exactly when to fold. Thanks to his creative talents, enthusiasm and investment in the children’s success, six boys ranging in age from nine to eleven, are enjoying the ancient art of Origami (paper folding). Origami is not usually on the list of leisure activities due to its complex nature; but the boys are persistent and their skill levels are increasing thanks to Zach who has patiently cultivated a great interest in Origami.

“I feel that origami helps the children build skills for later in their lives,” said Zach. “Origami has its roots in mathematics, the arts, science and spirituality. Allowing the children to concentrate on a particularly difficult origami allows them to build their patience.” He further noted he reviews

three virtues with the children every time they do origami. “The first is patience, because without patience origami is difficult. The second is consideration, because the children have to be considerate to their peers’ creations, only saying constructive opinions. Lastly, is concentration, because not being able to concentrate on origami will cause a misfold.”

The boys experience a great amount of personal satisfaction when they see their work come to life. With Zach’s guidance, they have made an impressive variety of origami items: birds (swallow, crane), tessellations, animals (hound, hedgehog, lion, rat), flowers (rose, lily, water lotus, tulip), boxes, octahedron, rings, Ninja star, coin pouch, gyroscope and others.

Not only is Origami a unique leisure



Zach Melberg, BHRA, assists a child with an origami project.

skill, but has a positive effect with all that participate. Staff members often engage in leisure activities with the children in the evenings; but Lori Schutz, RN, noted that “what Zach is doing is a shining example of service at its best.”

License plates

Save time and money while you commute to work

With spring upon us, there’s no time like the present to commit to getting to work some way other than alone in your own car. You will not only be doing your part to Green-Up the environment, you’ll green-up your wallet by easily saving over 50 percent in your commuting costs!

Carpool, ride the bus, join or start a vanpool, ride your bike or walk! All of these will save you a lot of money and are healthier ways to get to work than driving alone.

And not only will you save money – you may even make some! Commuter Connect is holding a Commuter Challenge during the month of May. Register with Commuter Connect, log your alternative commutes each day in May, and you will be entered for

weekly drawings for gift cards, and a grand prize at the end of the month for a \$500 gift card!

So, how do you get started? If you already get to work any way other than driving by yourself, make sure to get signed up on the website. If you would carpool, vanpool, or ride your bike, if you just knew someone else who lived near you, Commuter Connect will help match you up with others you can commute with. Get started today at www.commuterconnect.us.

Afraid to try another way to get to work in case an emergency requires you to leave early? Don’t worry! All state employees who get to work in a manner other than driving by themselves, are eligible for the free emergency ride home benefit. This

benefit is available to people who ride to work with a minimum of one other person (including spouses and relatives), people who bike, walk, take the bus or vanpool. Just sign up with Commuter Connect to get this benefit.

“I currently carpool to work, and previously was in one of the vanpools. I can personally tell you that it is a great way to get to work and a huge money-saver. We are currently looking for people to join us in starting a second [Vanpool](#) from the Cloverdale area.,” said Christi Bunch, FSSA.

If you are interested in joining this vanpool, or joining or starting a vanpool from another area, contact Lori Kaplan at lkaplan@cirta.us. For more information or to sign up visit the [website](#) or call 317.327.RIDE (7433).

Flood damage assessment has begun

Flooding is the most common natural disaster in the US. Local, state and federal officials have begun conducting joint preliminary damage assessments in four central Indiana counties (Howard, Madison, Tipton and Wabash counties) to evaluate damage caused by severe weather and flooding that began April 17. IDHS is still encouraging anyone who has not yet reported damage to please do so.

Hoosiers who sustained damage caused by severe weather and flooding that began April 17 can report online at www.in.gov/dhs. In the middle of the page under "Featured Topics," click on "Report Damage from Severe Storms and Flooding - Starting April 17 and continuing."

For questions, contact your county emergency management agency. Local agency's contact information is available [here](#).



On April 20, Governor Mike Pence, Department of Homeland Security Director John Hill and Congresswoman Susan Brooks join Kokomo Mayor Greg Goodnight and to survey flood damage following torrential rains in north central Indiana. To see more pictures of Governor Pence visit www.in.gov/gov/2387.htm.

Gardens at home

Don't let garden envy get the best of you: get out there and grow!

One of the best parts of summer is all the fresh produce. "I love walking out to my garden and grabbing fresh green beans and having them on my dinner plate twenty minutes later" said Jennifer Pinkston, Indiana State Department of Agriculture employee. However, for those who don't have the space for a garden, there is no need to suffer with garden envy. You can become a container gardener.

Container gardening, or urban gardening, is a growing trend across the country and offers everyone with a sunny porch or roof top the chance to grow their own vegetables, fruits and herbs. You can transform a small apartment patio into your own produce paradise.

To get started, you'll need some

flower pots, soil, seeds or starts, and some plant food (nutrients vary in potting mixes, so be sure to read the bag of soil and be mindful of each plant's needs-potting mix for flowers is not the best for your tomatoes). When choosing the size of the pots, be careful not to go too big or too small-think about the root system of each plant and how tall they will be when fully grown. Also, if you're going to be adventurous and grown vine plants, such as strawberries, stick with a shorter, wider container.

Watering can be tricky with containers. It's easy to over water, and let's face it, we all get busy and sometimes forget to water our plants. Enlisting the help of a neighbor or friend helps ensure your plants stay hydrated. Also, ensure

your pots have enough holes for water to escape or your soil becomes too wet and the roots rot.

As your plants grow, keep in mind how much sunlight each plant needs. You may have to rearrange the pots as your plants grow and cast shadows on other plants. Evaluate your sunlight throughout a normal day to see where best to put your plants. Whatever your style, there are plants that can work for you. You just have to do a little research and experimentation to find what works. Check out this [website](#) for more tips and get out there and grow!

Emotional Health | Depression

Your EASY Program Can Help
800-223-7723



Understanding Depression

Depression is a common condition that affects 1 in 10 Americans each year.¹ It can affect a person of any age, race or social standing.

People misunderstand depression to be sadness, or a down mood that you can just snap out of. This isn't the case. Job loss, divorce or the death of a loved one can cause grief and sadness that lifts over time. Depression is a medical condition with both physical and emotional symptoms that can occur even when things are going well. If it isn't treated, it can last for months or even years.

Am I suffering from depression?

The symptoms of depression are different for everybody. Talk to your doctor if you're experiencing any of these signs for long periods:²

- A sad, anxious or empty mood
- Feelings of hopelessness, pessimism, guilt, worthlessness or helplessness
- Loss of interest in activities you used to like, including sex
- Fatigue, low energy or being slowed down
- Trouble remembering or making decisions
- Difficulty sleeping, like insomnia, waking up too early or oversleeping
- Overeating and weight gain
- Loss of appetite and weight loss
- Thoughts of death or suicide; suicide attempts
- Restlessness or irritability
- Physical problems that don't respond to treatment, like headaches, stomach aches and chronic pain

How can I help someone I know?

A depressed person often feels overwhelmed, hopeless and apathetic. These feelings can make it difficult for them to get help. Tell your loved one to speak with a doctor about what they are feeling.

A depressed person needs your support. Be kind but firm, and offer understanding, patience and encouragement. Listen carefully when you talk with your loved one, and try to get them to spend time with other people. Don't push too hard, but suggest activities they used to like.

If they express negative feelings, point out what's positive and offer hope. If they speak of suicide, report this to their therapist or doctor.

What if I'm suffering from depression?

If you think you are depressed, ask for help. Call your doctor, or talk with a trusted friend or family member so they can get you the help you deserve.

Most people don't just "snap out" of a depression. It's important to get professional help and follow your doctor's advice.



1 National Center for Chronic Disease Prevention and Health Promotion, *Health-Related Quality of Life; Behavioral Risk Factor Surveillance System* (2008): cdc.gov

2 National Institute of Mental Health, *Depression* (September 23, 2009): nimh.nih.gov

3 WebMD, *Depression Guide* (May 4, 2008): webmd.com

4 Depression and Bipolar Support Alliance, *Depression Across the Lifespan* (August 25, 2006): dbsalliance.org

This information is intended for educational purposes only, and should not be interpreted as medical advice. Please consult your physician for advice about changes that may affect your health.