

Employee Healthbeat

From the desk of Kassandra DeWitt, Infection Prevention & Melody DeWitt, Risk Management & Quality Improvement

COVID-19 versus seasonal allergies

With allergy season among us in the midst of COVID-19, it's sometimes difficult to differentiate between the two when symptom tracking, as there are many shared symptoms. COVID-19 is a contagious respiratory illness caused by infection with a new coronavirus (called SARS-CoV-2, the virus that causes COVID-19). Seasonal allergies are triggered by airborne pollen that lead to seasonal allergic conjunctivitis, which affects the eyes, and seasonal allergic rhinitis, which affects the nose and sinuses.

There are some key differences when comparing the two. For example, COVID-19 can cause fever, which is not a common symptom of seasonal allergies. Seasonal allergies, on the other hand, do not usually cause shortness of breath or difficulty breathing, unless a person has a pre-existing condition such as asthma that is sometimes triggered by exposure to pollen. The diagram at right gives a great overview of some of the common symptoms between COVID-19 and seasonal allergies.

When considering the differences between allergies and COVID-19, it is important to know that symptoms vary from person to person and can range from mild to severe. You must also be aware that symptoms of both can occur at the same time. When in doubt, it's best to be tested to get a confirmation of your diagnosis.

WILL I BE PROTECTED FROM SEASONAL ALLERGIES IF I WEAR A MASK?

The CDC recommends wearing masks to slow the spread of COVID-19. Masks are recommended for everyone above the age of 2 years old, except for those who have breathing problems or those who would need assistance in removing a mask when needed.

Masks will offer some protection against seasonal allergies by preventing some larger particles from being inhaled. However, those with seasonal allergies should not only use a mask as protection against pollen exposure; smaller particles can still get through the covering and be inhaled.

HOW CAN I PROTECT MYSELF FROM SEASONAL ALLERGIES?

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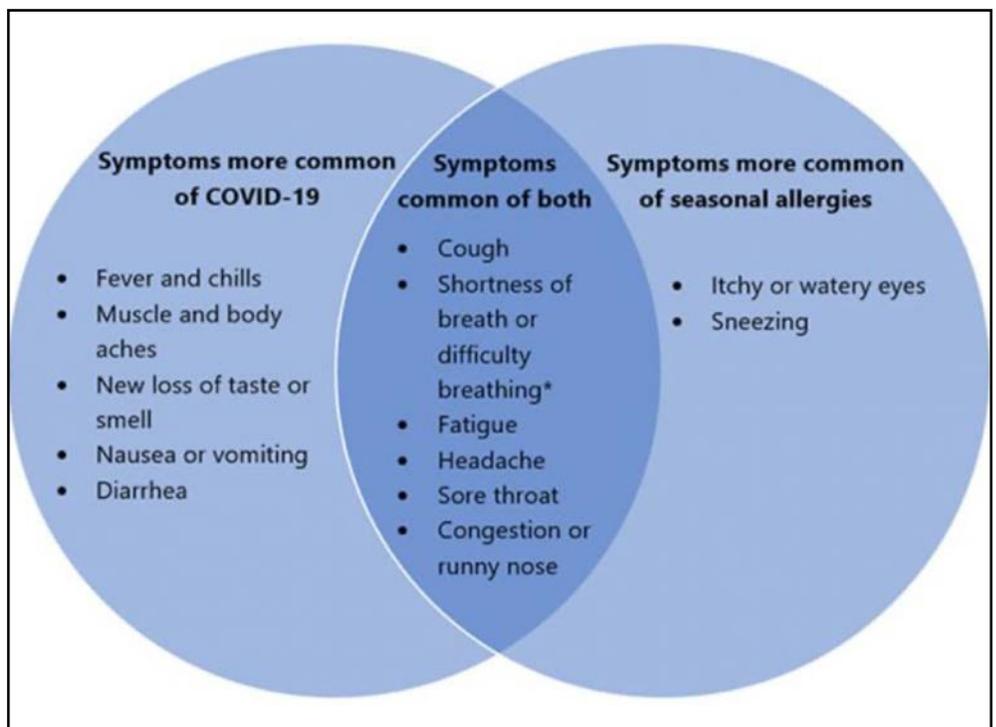
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Employee Healthbeat

From the desk of Kassandra DeWitt, Infection Prevention & Melody DeWitt, Risk Management & Quality Improvement

COVID-19 versus seasonal allergies (from p. 1)

The best way to protect yourself from seasonal allergies is to reduce your exposure to pollen. During high pollen days:

- Limit your time outdoors, and seek indoor spaces with clean air.
- Create a cleaner air space at home to protect yourself from outdoor air irritants during the COVID-19 pandemic. Use a portable air cleaner in one or more rooms. These work best when run continuously with doors and windows closed.
- Keep your cleaner air space a comfortable temperature by using air conditioners, heat pumps, fans and window shades.
- If you have a forced air system in your house, consult a qualified heating, ventilation, and air conditioning (HVAC) professional about different filters (HEPA or MERV-13 or higher) and settings (“Recirculate” and “On” rather than “Auto”) that can be used to reduce indoor air irritants.
- If outdoors, avoid activities that stir up pollen, such as mowing lawns or raking leaves. When you return indoors, take a shower and change your clothes.

More information on indoor air and COVID-19 can be found at: <https://www.epa.gov/coronavirus/indoor-air-and-coronavirus-covid-19>

Article sources: *CDC.gov COVID-19 and Seasonal Allergies FAQs; National Center for Immunization and Respiratory Diseases (NCIRD), Division of Viral Diseases* ●●●

Employee Milestones

Congratulations to the following employees, and thanks for all that you do!

June

| | |
|--------------------|----------|
| Ruth Mizell | 35 years |
| Tami Black | 31 years |
| Shannan Hempler | 22 years |
| Nikki Wright | 19 years |
| Deanna Hawks | 13 years |
| Klare Bliss | 11 years |
| Devaney Wells | 10 years |
| Whitney Criqui | 9 years |
| Christen Skrdlant | 9 years |
| Brittany Porter | 4 years |
| Bethanie Ellis | 3 years |
| Christy Bloodworth | 1 year |
| Alesha Vahling | 1 year |

July

| | |
|-------------------|----------|
| Ty Bruton | 33 years |
| Dr. Glenda Maurer | 23 years |
| Lana Jones | 20 years |
| Benda Dole | 6 years |
| Katie Allen | 4 years |
| Alasia Kenney | 4 years |
| Faith Dulany | 2 years |
| Spencer Shirk | 1 year |
| Ryan Zaragoza | 1 year |

August

| | |
|-----------------|----------|
| Lynne Lewis | 23 years |
| Mitch Bartels | 18 years |
| Ashley Wonderly | 17 years |
| Kim Green | 13 years |
| Sherry White | 12 years |
| Amy Griffey | 11 years |
| Elsa Temmel | 7 years |
| Karen VanSkike | 4 years |
| Sonya Cap | 3 years |
| Alisha Simmons | 3 years |
| Rachael Rushton | 2 years |

THANK YOU



In the News

From the desk of Katie Allen, communications and foundation

Norton County Hospital recognized for patient safety achievements

Norton County Hospital is among 115 hospitals statewide being recognized for exemplary achievements to improve patient safety.

The Kansas Healthcare Collaborative (KHC) recognized Kansas hospitals recently at the conclusion of the AHA/HRET Network—a major patient safety initiative spearheaded by the American Hospital Association/Health Research & Educational Trust (AHA/HRET) and coordinated in Kansas by the KHC.

Norton County Hospital received “Highest Achievement with Distinction” recognition for working toward AHA/HRET Network goals set by the Centers for Medicare & Medicaid Services (CMS) to reduce hospital-acquired conditions and preventable readmissions. Norton County Hospital showed improvement on 11 out of 13 total measures. Some specifics include:

- Increased patient safety with evidence of decreased falls
- Decreased readmissions overall
- Good patient safety processes in place

“We are thrilled to receive this special recognition of our team’s patient-focused efforts to provide the best care possible to those we serve,” said Gina Frack, Norton County Hospital CEO. “This recognition is the result of numerous staff members staying committed to making improvements in quality and safety for our patients. All the credit goes to them.”

Since October 2016, more than 115 Kansas hospitals have worked collaboratively with KHC to achieve a 20 percent reduction in hospital-acquired conditions and a 12 percent reduction in 30-day hospital readmissions from 2014 baselines. Participating hospitals placed special focus on reducing patient harm, such as falls, adverse drug events, hospital-acquired infections and pressure injuries. Hospitals also made progress in implementing key strategies for promoting health equity and patient and family engagement.

Hospitals across the state and nation have been working since 2010 to achieve national patient safety goals established by federal agencies. Nationwide, between 2010 and 2015, an estimated 125,000 fewer patients died in a hospital, and approximately \$22.8 billion in health care costs were saved as a result in reductions in hospital-acquired conditions, according to the Agency for Healthcare Research and Quality.

“We extend our congratulations and gratitude to all the hospitals across Kansas who participated in the AHA/HRET Network,” said KHC Executive Director Allison Peterson DeGroff. “For several years, this community of collaborative peers has inspired and driven each other to excel in leading data-driven quality improvement. It is challenging work – and it is critical work. Each hospital’s incremental changes lead to an exponential impact on the lives of patients and their families.”

The AHA/HRET Network included more than 1,600 hospitals across 34 states and U.S. territories. The initiative was supported by CMS under contract number HHSM-500-2016-00067C. More information is available at www.khconline.org/HIIN.

About the Kansas Healthcare Collaborative: KHC is a provider-led 501(c)3 nonprofit organization with a mission to transform health care through patient-centered initiatives that improve quality, safety and value. Founded in 2008 by the Kansas Hospital Association and the Kansas Medical Society, KHC embodies the commitment of two of the state’s leading health care provider groups to act as a resource and continuously enhance the quality of care provided to Kansans. For more information about the Kansas Healthcare Collaborative and its initiatives, visit www.KHCOnline.org. Pictured above: Those on the team for this recognition include (L-R) Judy Wenzl, Sonya Cap, Melody DeWitt, Julia Thompson and Klare Bliss. ●●●



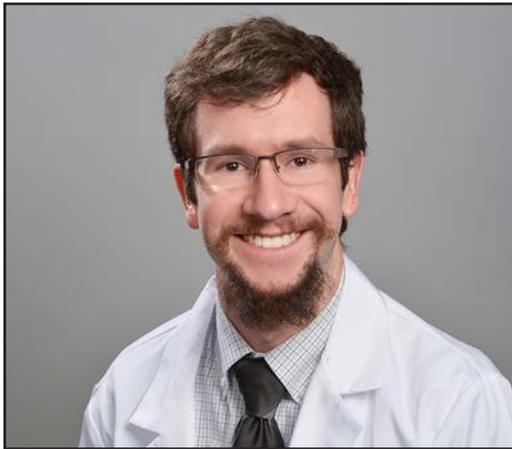
In the News

From the desk of Katie Allen, communications and foundation

Norton County Hospital welcomes new physician on temporary assignment

Starting the end of July, Dr. Cody Rogers joined Norton County Hospital and Norton Medical Clinic on temporary assignment to provide additional medical coverage.

Cody Stark Rogers, MD, was born to two loving parents in the nation of Kenya. He has an older brother and a younger sister. Dr. Rogers would eventually like to do long-term medical mission work overseas.



“My parents did mission work, so God has always been a force in my life, truly even before I was born,” Dr. Rogers said. “After leaving Kenya, my family settled in Arkansas to be near family. I lived there all the way through medical school, so as a state it holds a very special place in my heart.”

Dr. Rogers went to a Church of Christ school for his undergraduate degree, and he obtained his medical degree from the University of Arkansas for Medical Sciences (UAMS). He then started his residency program in Memphis, Tennessee, at a faith-based missional program. He went on to complete his training at the Cox Family Medicine Residency program in Springfield, Missouri, where he worked alongside Dr. Josh Gaede, who is one of the three physicians Norton County Hospital hired to start in September.

Dr. Rogers said that if he had infinite free time, he would spend it running, reading and enjoying music. Norton County Hospital asks the public to please welcome Dr. Rogers during his temporary assignment, which will span the next several months with periodic coverage. ●●●

New physician assistant joins Norton County Hospital

Norton County Hospital announced it has hired physician assistant Gino Salerno as an emergency medicine provider. He will begin covering the hospital’s Emergency Department (ED) as a part of the permanent medical staff on Sept. 1, 2020. This is the same day that three new physicians are joining the medical team as well.

Salerno (*pictured at far right with Dr. Josh Gaede and Jonna Inman*) has worked primarily in emergency and family practice settings in Kansas since graduating from the physician assistant program at Wichita State University in 2000. He worked for Ascension Via Christi in Wichita for the last 10 years in one of the busiest EDs in the state. In addition, Salerno has worked with Docs Who Care for the last four years, which brought him to Norton and other cities throughout Kansas to help in the ED as needed.

“I am looking forward to serving Norton as an emergency medicine provider,” Salerno said. “I am attracted to the rural environment and friendly people.”

Gino’s wife is Marsha, who is school teacher and librarian. Together, the couple has five children. Son Vincent works in IT for the Kansas Air National Guard. Daughter Martina is completing her doctoral degree in biomedical engineering at the University of California, Riverside. Son Marco is a Marine in active duty and is presently stationed at Camp Pendleton, California. Son Elvin is also completing a doctoral degree in chemistry through the University of Michigan in Ann Arbor, and the University of Paris, France. Daughter Serena is presently completing Basic Military Training at Lackland Air Force Base in San Antonio, Texas.

Salerno said his hobbies include bicycling, movie making, photography and anything related to medicine. *Continued on p. 5*



In the Spotlight

Coming together as a community

Norton County Hospital expresses its sincere thanks to the Norton Correctional Facility for making gowns for our staff. Our hospital provided the fabric, and the laundry workers worked their magic on the sewing machine! It has been difficult to get the PPE we need during the pandemic, so thinking outside of the box to find solutions was required. It's amazing when community partners come together to get things done! ●●●



In the News

From the desk of Katie Allen, communications and foundation

New physician assistant (from p. 4)

Gina Frack, Norton County Hospital CEO, said that since 2018, Salerno's time at Norton County Hospital increased due to being short-staffed in medical providers and needing additional emergency coverage.

"Our staff grew to appreciate Gino for both his clinical skills and his easy-going demeanor. Gino grew to appreciate the beauty of rural and specifically the Norton, Kansas area," Frack said. "Our current providers and three new doctors were all included in the hiring of Gino. It was truly a bringing together of our long-standing providers – Dr. Maurer, Jonna Inman and Kristin Vogel – combined with our new doctors – Dr. Gaede, Dr. Neill and Dr. McKellar. They are working together to build our medical staff team."

Frack added that bringing a provider like Salerno to the team also aligns with the hospital's commitment to grow the next generation of health care professionals who will hopefully come back to work in rural areas. Some ways to do this are by supporting student shadowing, preceptorship and rotations in all health care fields and at every level of education and training.

"This can be a high school student shadowing one of our staff members for a day or perhaps a medical student completing his or her rural rotation with one of our doctors," Frack said. "Gino has ties to Wichita State University's physician assistant program, so he routinely has PA students completing their clinical rotations with him. His commitment to teaching aligns with our goals."

Norton County Hospital is thankful to be transitioning to more consistency and stability of medical staff, Frack said. But, she is also so thankful to the amazing providers who provided coverage in both the ED and the clinic the past couple of years. The hospital ensured that although different providers staffed the ED and clinic, they were consistent providers who like Salerno, got to know members of the community. This assisted with continuity of care and helped the hospital build its network.

"We simply could not have met the needs of the community and region without the great providers from Docs Who Care and resident physicians and fellows from the International Family Medicine Fellowship through Ascension Via Christi," Frack said. "The relationships we built with these organizations and individual providers are ones we want to recognize and maintain. We will still have coverage needs for provider vacations, maternity/paternity leave, etc., and we look forward to continuing to work with these organizations." ●●●

In the News

From the desk of Katie Allen, communications and foundation

Norton Regional Health Foundaton: Blue Cross and Blue Shield of Kansas selects Live Well Norton for Pathways to a Healthy Kansas program in Norton County

Blue Cross and Blue Shield of Kansas (BCBSKS) announced in July that it selected Live Well Norton and Norton County, along with 23 other communities in Kansas as grantees for its second phase of Pathways to a Healthy Kansas initiative. This includes 12 returning communities that were selected in the initiative's first phase of grants.

Pathways to a Healthy Kansas is the largest community grant program ever funded by BCBSKS. Since the initiative began in 2016, BCBSKS has donated more than \$11.7 million in grants and assistance to communities throughout Kansas. The Pathways program was created to inspire long-lasting, community-wide health and wellness in communities across Kansas.



“We are excited to recognize our second cohort of Pathways grantees,” said Matt All, president and CEO of BCBSKS. “We have been rooted in Kansas for over 75 years and have a commitment to our neighbors to strengthen the health of all Kansans. Through our Pathways initiative, we are making strides toward this goal by helping remove barriers to accessing healthy foods, increasing physical activity and preventing commercial tobacco use. We are thrilled to continue this program with our new Pathways grantees.”

The grant funding includes a coordination grant of \$200,000 for each community. In addition, Norton County will have the opportunity to apply for non-competitive implementation grants amounting to \$300,000, for a total of up to \$500,000.

The Norton Regional Health Foundation at Norton County Hospital serves as the fiscal agent for Live Well Norton, which has the motto of “Health is wealth for our economy and our quality of life.” Katie Allen, executive director of the foundation, led the application process for this grant opportunity.

“The Live Well Norton coalition and I are thrilled to be involved in the Pathways program,” Allen said. “For the next few years, we will be working on projects that sustainably improve community health. This work involves many collaborators, including the City of Norton, schools and businesses, to accomplish our goals, such as improving sidewalks and access to physical activity, enhancing nutritional opportunities, and decreasing tobacco use and other behaviors that contribute to chronic disease.”

The Pathways grant addresses those three behaviors of focus – physical activity, commercial tobacco prevention and healthy eating – that reduce risk for serious health conditions through six areas or work, or pathways. The pathways include Community & Social Context, Neighborhood & Physical Environment, Food, Healthcare, Education, and Economic Stability, and Live Well Norton will strive to improve conditions that are the drivers of health in a community.

Members of Live Well Norton include Gina Frack, Karen Griffiths, Rita Speer, Bill Johnson, Leslie Pfannenstiel and Chad Manning; the group recently added member Gail Roy. ●●●

‘Prescription to Cruise’ hosted Sept. 30th

The event is sponsored by the Norton County Hospital and Norton Area Chamber of Commerce.

Norton County Hospital and the Norton Area Chamber of Commerce will host a night of cruising and fun on Wednesday, Sept. 30 to welcome new medical staff to Norton County. The event titled “Prescription to Cruise” will start at 6 p.m.

Local radio station KQNK will host a live remote broadcast at the Heaton Building in Norton, where new members of the hospital’s medical team will be present with their families and interviewed. While cruisers are asked to remain in their vehicles during the event, they may listen in on the radio (106.7 FM, 1530 AM) and drive by to wave or honk to provide a warm welcome.

The hospital announced last year that three new physicians will join the team; they include Dr. Josh Gaede, Dr. Miranda McKellar and Dr. Theresia Neill. Just last month, the hospital also announced that it will add physician assistant Gino Salerno on staff to cover emergency services. The new doctors and physician assistant will begin full-time duties at Norton County Hospital on Sept. 1, and all of them are invited to take part in this formal welcoming event.

“We intended to have an in-person meet-and-greet event to allow the community to get to know our new providers, but due to COVID-19 we had to plan an event that allowed for appropriate social distancing and protection of all involved,” said Katie Allen, executive director of the Norton Regional Health Foundation and community relations director at Norton County Hospital. *Continued on p. 7*

In the News

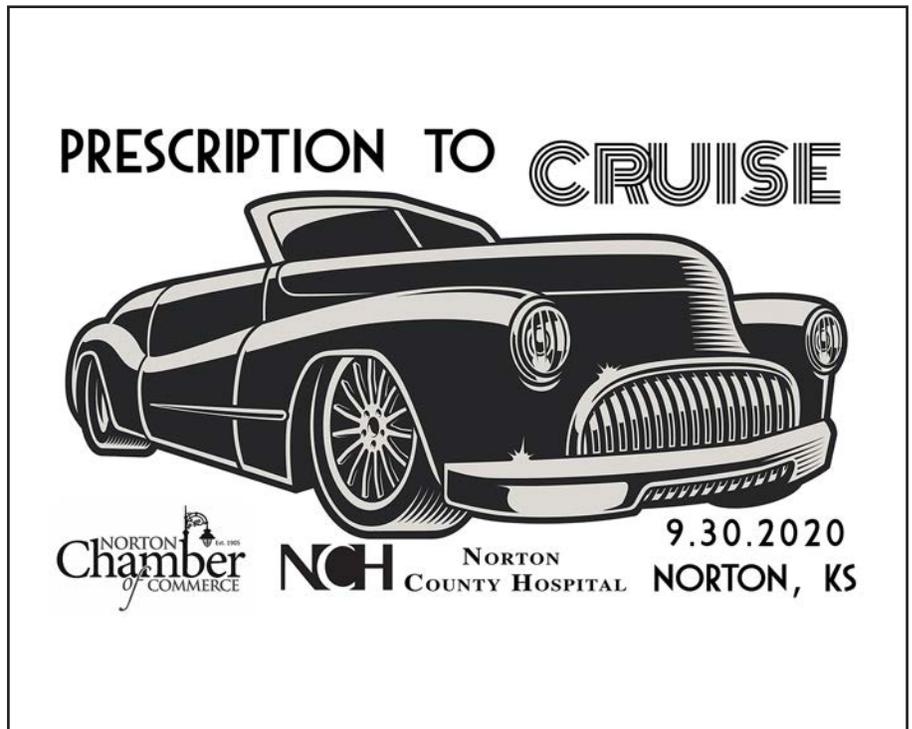
From the desk of Katie Allen, communications and foundation

‘Prescription to Cruise’ (from p. 6)

“Cruise nights in the past have been very successful. We look forward to making ‘Prescription to Cruise’ another successful, fun and safe event. We thank local businesses, KQNK and the Norton Area Chamber of Commerce for their willingness to help!”

“The Norton Area Chamber of Commerce and local businesses want to give the new staff at Norton County Hospital an enthusiastic ‘WELCOME’ to Norton! Excellence in health care, education, and housing are three major pivotal factors that attract new business and workforce to communities,” said Donna Eastman Liddle, CEO of the Chamber. “We are so thankful to have these three new doctors and the new PA to compliment the exceptional staff at NCH.”

Follow the Norton County Hospital and Norton Area Chamber of Commerce on Facebook for more details, including local deals available during the cruise. ●●●



CEO Corner

From the desk of Gina Frack, administrator and CEO

September is nearly here! With a new month comes four new providers to NCH. Three doctors we have known over a year now and Gino Salerno, PA-C, are great additions to the team. Below is a little more info on the plans for these providers in how they will come into their roles.

Gino will be working in the ER providing coverage as the first-call provider. His forte has been in the ER at Wichita and in rural hospitals around Kansas. With him focusing his time in the ER takes coverage pressure off the other advance practice providers (APPs) as well as the doctors. We knew this was a much needed change in provider scheduling to recruit and keep providers. The old way of expecting our medical staff to provide ER first-call coverage and also cover the clinic during the week isn't realistic with today's demands in health care.

Doctors McKellar, Neill and Gaede will have orientation during the first week in September. After Labor Day, they will have innumerable administrative roles to gradually learn over the next few months. Dr. Maurer and Dr. Lawton with Docs Who Care had been filling these many roles for our organization, as well as some medical director duties within the community. That transition will take some time. Orientation needs to occur with our local health care partners and all the specialty providers that come to NCH as well. Lots of training and team building will need to occur across the organization. In regards to a specific service line, the training and team building with our OB program will definitely be labor intensive (pun intended!). In order to allow the time necessary to work on all these important administrative duties and prep work for patient care, the three new doctors will be providing limited clinic days for a few weeks. We learned from prior providers when we put them too quickly right into patient care they are not allowed this important time.

As always, thanks to all of our staff for doing such a great job meeting our patients' needs!



OPEN ENROLLMENT

optional life insurance

Approved coverage starts in January 2021

Protect what matters most

As part of your KPERS benefits, your employer offers Optional Life Insurance, additional coverage beyond KPERS basic life insurance. This is extra coverage to help you protect what matters most – your family, including their financial security. With Optional Life, you decide how much you need and pay your premiums through payroll deduction.

Guaranteed coverage for open enrollment

Most members can get guaranteed coverage amounts during open enrollment. If you want more than the guaranteed amounts, you can apply for coverage and answer a few health questions.

| Who's Covered | Plan Coverage Options | Guaranteed Coverage No Health Questions |
|---------------|---|--|
| Member | In \$5,000 increments, up to plan max \$400,000 | Up to \$50,000 (to \$250,000 guaranteed max) |
| Spouse | In \$5,000 increments, up to plan max \$100,000 | Up to \$25,000 (to \$25,000 guaranteed max) |
| Child* | \$10,000 or \$20,000 | \$10,000 or \$20,000 |

*One premium covers all eligible children in your family up to age 26. No age limit with disabled dependents.

What to do next

To start new or increase current coverage, login to your KPERS online account and enroll during your open enrollment dates.

Go to kpers.org > click the blue Member Login button > login to your account.

First-time users can enroll for KPERS online account access in three easy steps. Click the New User link. It will take about three minutes and you'll only have to do it once.



CITIES, COUNTIES, SCHOOLS
Open enrollment
September 1-30, 2020

More Info

Check out the decision support tool at www.standard.com/edu/kpers/15851 to learn more:

- ✓ Benefit videos
- ✓ Rates and coverage
- ✓ Claim example
- ✓ Life insurance needs calculator

Contact The Standard

Toll-free: 1-844-289-2306

Email: kpersadmin@standard.com

Coverage underwritten by Standard Insurance Company

Contact The Standard with questions, 1-844-289-2306

To apply: Login to your KPERS online account at kpers.org

Monthly premiums by payroll deduction

Premium rates are based on age as of January 1, 2021. Your rates will increase with age. A \$0.20 per month administrative fee will be added to your premium.

Member and spouse coverage

rates per \$1,000 of coverage

| Age | Member Rate | Spouse Rate |
|------------|-------------|-------------|
| Under 30 | 0.037 | 0.09 |
| 30-34 | 0.055 | 0.13 |
| 35-39 | 0.064 | 0.14 |
| 40-44 | 0.073 | 0.16 |
| 45-49 | 0.110 | 0.23 |
| 50-54 | 0.156 | 0.34 |
| 55-59 | 0.293 | 0.65 |
| 60-64 | 0.467 | 0.99 |
| 65-69 | 0.869 | 1.91 |
| 70-74 | 1.409 | 3.08 |
| 75 & older | 1.528 | 3.33 |

Child coverage

One premium provides coverage for all eligible children in your family. Children are eligible until age 26.

- \$10,000 coverage \$1/month
- \$20,000 coverage \$2/month

Note: All rates are subject to change.

To apply

Login to your KPERS online account at kpers.org or ask your employer.

The fine print: Who is and isn't eligible for coverage

Optional insurance is only available to active members.

Retirement System retirees are not eligible for member coverage. They are eligible for spouse coverage.

KP&F members must have member coverage when adding spouse or child coverage.

KPERS and Judges Retirement System members don't need member coverage to add spouse or child coverage.

You can't cover your spouse if he/she is an active member of KPERS, KP&F, Judges or Board of Regents.

Only a lawful spouse is eligible for spouse coverage.

With child coverage, one premium will cover all the eligible children in your family. Children are eligible until age 26. Be sure to notify KPERS when your last child reaches age 26 to cancel your coverage. No age limit with disabled dependents.

Only one parent may have child coverage if both parents are KPERS members.

For a coverage booklet, visit www.standard.com/eforms/10391d_753781b.pdf.

This policy has exclusions, limitations, and terms under which the policy may be continued in force or terminated. Please contact The Standard or KPERS to obtain information, including costs and complete details of coverage. Refer to the certificate of insurance which contains the full description of coverage.

Human Resources

From the desk of Shannan Hempler, human resources

Blood Drive Friday, October 9th

The next blood drive at Norton County Hospital is Friday, October 9th. Donations from the June 2020 drive were sent to help patients at the below hospitals.

VIA CHRISTI HOSPITAL MANHATTAN INC
HCA-WESLEY MEDICAL CENTER
SCOTT COUNTY HOSPITAL
SOUTHWEST MEDICAL CENTER
VIA CHRISTI HOSPITAL-N ST FRANCIS

The journey of a pint of life saving blood begins with you! ●●●



Taking charge and facing the “new normal”



Everyone knows dramatic changes have occurred in the way we live as a result of COVID-19. No one knows for certain what a “new normal” will look like in the future when the lockdowns and social isolation are over and the ultimate shifts in the world of work finally arrive. Perhaps normalcy will return, but one thing can be counted on: Coping with change requires actionable steps that work. Those steps can help you adapt to whatever happens next.

Coping with change: The steps

1) Accept that change creates stress. Design a personal stress management program that offers resilience and helps you cope with uncertainty, changes in the way you work, changes in the way you think (i.e., fear, worry, catastrophizing, etc.), and how these things affect your mood and your relationships. Reach out to sources of inspiration and professional counseling to accomplish this.

2) Don't go with the flow. Be proactive, and make choices to help you cope and respond at home and at work to maintain personal and job productivity. The analogy is preparing for a hurricane. Either you can wait by the radio and be told what to do,

or you can take action steps to feel empowered and be in control of outcomes while listening to the weather radio at the same time. One approach will empower you, improve resilience, and give you a sense of control and direction in the ultimate outcome.

3) As you experience stressors associated with change, make decisions about how you will cope and maintain control in spite of them—stay on the “nonvictim side of the balance sheet.” Avoid being a victim of change, often signaled by looking around at what others are doing in order to decide what to do next.

4) Discuss and process these steps for remaining proactive with family, friends and loved ones. Better ideas and solutions, a feeling of security, and staying positive generally result from these interactions.

5) Expect and anticipate your positive future despite what is happening. Don't allow the inability to predict or know what the future holds to lead you into catastrophic thinking and its immobilizing effect and undermine your life plans.

Article source: “Frontline—Employee” EMPAC August 2020 newsletter ●●●

Ascentis—Do you have your full access set up?

There are four ways to access your information in the new Ascentis HR-Payroll-Timekeeping systems.

- 1) Timeclock—clocking in and out
- 2) Employee Web Services—accessed with time clock log-in from the time clock kiosk website. This is quick access to your timesheet.
- 3) ESS-Employee Self-Service—Access to your full HR, Payroll and timesheet information. This is where you can see everything, make necessary updates such as address, phone, dependents, emergency contacts, paychecks, benefits, etc.
- 4) Ascentis Mobile App—Using your ESS log-in information, much of your information is available at your fingertips.

Company ID: nortoncountyhospital ●●●

Meet the Team!

Norton County Hospital is excited to announce our new employees. Please say hello, and welcome them to our team!

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|  | <p><u>Cole Reichert</u></p> <p><i>Nursing – PRN</i></p> <p>Joined the NCH Team on May 26, 2020</p> |
|  | <p><u>Peyton Renner</u></p> <p><i>Business Office Coordinator – Full Time</i></p> <p>Joined the NCH Team on June 15, 2020</p> |
|  | <p><u>Lauryn Schumaker</u></p> <p><i>Dietary Aide – PRN</i></p> <p>Joined the NCH Team on June 22, 2020</p> <p>Lauryn grew up in Norton and is currently a sophomore at Norton Community High School. Her parents are Shane and Mandy Schumaker, and she has one older sister, Nataley, and a younger sister, Shelby.</p> <p>Lauryn is a member of the NCHS Cheer Team and Dance Squad as well as an active member in a local youth group and the NCHS Band and Scholars' Bowl.</p> <p>When asked why she chose to seek employment at NCH, she replied, "I was very interested in the job description and loved that it would work with my busy schedule! I was really excited to be a part of the wonderful team at the Hospital."</p> |

Meet the Team!

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|  | <p><u>Cassie Gilhousen</u></p> <p><i>Phlebotomist/Lab Assistant — Full Time</i></p> <p>Joined the NCH Team on June 22, 2020</p> <p>Cassie grew up in Norton and has four children: Andrew, Jesika, Brady and Payton.</p> <p>She enjoys cooking and yardwork and sought employment at NCH because she was "ready for growth and change."</p> |
|  | <p><u>Renee Wagoner</u></p> <p><i>Surgery RN – PRN</i></p> <p>Joined the NCH Team on June 23, 2020</p> <p>Renee grew up in Hoxie and obtained her Associate's Degree in Nursing (RN) in 2010.</p> <p>She currently lives in Hoxie with husband, Doug, and their two children, Kymber, age 6, and Karley, age 3. Renee enjoys working with crafts and bike riding with her girls.</p> |
|  | <p><u>Sandi Ross-Crowder</u></p> <p><i>Surgery RN – Full Time</i></p> <p>Joined the NCH Team on June 23, 2020</p> <p>Sandi grew up in New England, Virginia and the Midwest. She received her MS in Education in 1987, was a U.S. Army Medic and PT Tech from 1990-2000, and obtained her Associate's Degree in Nursing (RN) in 2012.</p> <p>Sandi's family consists of her parents, Charles and Martha Ross, one sister, Sara Ross, and husband, Rick Crowder. She enjoys cooking, gardening, sewing/quilting and working with her dogs.</p> <p>When asked why she chose to seek employment at NCH, Sandi replied, "My family was here after I was discharged from the Army in 2000. I liked the small town atmosphere and close-knit community. Norton is 'Home Sweet Home'!"</p> |

Meet the Team!

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|  | <p><u>Shaelin Beckstrom</u></p> <p><i>Dietary Cook – Full Time</i></p> <p>Joined the NCH Team on June 29, 2020</p> |
|  | <p><u>Desirae Woods</u></p> <p><i>Financial Assistant – Full Time</i></p> <p>Joined the NCH Team on July 21, 2020</p> <p>Desirae grew up in Garden City, Kansas. She is married to Lonnie Woods and they have two children, Brayton, age 10, and Madilynn, age 7.</p> <p>She enjoys camping, riding four-wheelers and watching investigative television.</p> |
|  | <p><u>Sara Johns</u></p> <p><i>Patient Access Representative – Full Time</i></p> <p>Joined the NCH Team on July 27, 2020</p> |
|  | <p><u>Joanie Baird</u></p> <p><i>Environmental Services Tech – Full Time</i></p> <p>Joined the NCH Team on August 3, 2020</p> <p>Joanie grew up in Northern California (Napa Valley), until the age of 7, and then in Littleton, Colorado.</p> <p>She has a Bachelor's of Arts Degree in History and has worked as a High School History Teacher. Her family consists of two siblings, four children and two grandchildren. Joanie enjoys exercising outdoors, yard work and reading historical biographies.</p> |

Meet the Team!

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|  | <p><u>Kassy DeWitt</u></p> <p><i>Infection Preventionist – Full Time</i></p> <p>Joined the NCH Team on July 27, 2020</p> <p>Kassy grew up in Prairie View and currently lives in Phillipsburg.</p> <p>She graduated from Logan High School, obtained a Bachelor’s Degree from Dordt College in Sioux Center, Iowa, and an Associate’s of Applied Science Degree in Paramedics from Barton County Community College. She is certified in EMS with training as an EMT, EMT-I, AEMT and Paramedic.</p> <p>Kassy has two older brothers, nine nieces and nephews and two great-nieces, which she loves spending time with.</p> <p>She spends a great deal of time with her family and friends and also enjoys gardening, canning, hanging out near the water and volunteering for Phillips County EMS.</p> <p>When asked why she chose to seek employment at NCH, Kassy replied, “I have always heard great things about the growth happening at Norton County Hospital. I’m looking forward to being a part of a great team and contributing to the growth and morale of NCH!”</p> |
|  | <p><u>Ryan Bainter</u></p> <p><i>Radiology Tech – Full Time</i></p> <p>Joined the NCH Team on August 3, 2020</p> <p>Ryan grew up in Norton and graduated from the University of Nebraska Kearney in 2019 with a Bachelor’s of Science Degree.</p> <p>His parents are Dan and Tammie Bainter, and he has one brother, Justin. In his free time, he enjoys going to the lake, hunting, fishing, sports and attending races.</p> <p>When asked why he wanted to seek employment at NCH, he replied, “I grew up in Norton and wanted to give back to the great community that taught me great life lessons...and be closer to my family.”</p> |
|  | <p><u>Cortney Crocker</u></p> <p><i>Physical Therapy Patient Access Representative – Full Time</i></p> <p>Joined the NCH Team on August 10, 2020</p> <p>Cortney was born in Dodge City, Kansas, and raised in Kiowa, Colorado.</p> <p>She will graduate in December 2020 with a Bachelor’s of Arts Degree in Speech Language and Hearing Sciences.</p> <p>Cortney has one older brother, a younger sister and a younger brother. She also has a niece and nephew (twins) on the way!</p> <p>She enjoys outdoor activities, hiking and hanging out with her family. When asked why she choose NCH, her response was, “My best friend, Brooke Crawford, and a new job opportunity.”</p> |

Other Celebrations

Congrats to our recent winners of Employee of the Month!

Melody DeWitt was the June Employee of the Month for Norton County Hospital! Her nomination: “Mel is a valuable employee, because she does a lot of different tasks for the hospital, including serving on the Incident Command team.” Congrats, Mel!



Our July Employee of the Month was Brooke Crawford! Her nomination: “I am nominating Brooke due to her willingness to take on lots of extra duties. Brooke willingly volunteered to work many

hours at the screening stations. Even more impressive is she never once complained or asked ‘What’s in it for me?’” Congrats, Brooke!

The August Employee of the Month was Pam Miller! Her nomination: “Pam does a lot of work behind the scenes. If it wasn’t for Pam, we wouldn’t have the supplies we need when we need them.” Congrats, Pam! ●●●



Engage the Community

School physicals offered July 15th

The Norton Medical Clinic has offered free sports physicals to student athletes as a service to the community for many years. Earlier this spring, sports physical dates were canceled due to the COVID-19 pandemic, but our hospital's medical providers continued to provide alternative methods for young athletes to get their sports physicals.

Clinic staff including Kristin Vogel, PA-C, and nurse Sara Smith, successfully organized and completed a significant number of free USD 211 student athletic physicals by going to the students at summer weightlifting. Clinic staff also went to USD 212 to offer free student sports physicals. If students did not get their physicals during these opportunities, they were asked to come to Norton Medical Clinic on Wednesday, July 15 to complete those. Thanks to our staff for their efforts to assist students and families in our communities! ●●●



Armory Drive trail updates

Thank you so much to our volunteers who prepared for and poured concrete bases for benches to be placed along the Armory Drive trail! The benches will be installed in late August. This is a Live Well Norton and Rotary Club of Norton project. The benches were donated by USD 211.



Thankful for organizations like Project C.U.R.E. that ensure COVID-19 supplies get to those facilities in need! We have benefited from donations locally as well, as our local KDOT office donated eye protection for our clinical staff to use during this time. We appreciate the support!