



# Just the Facts

## HONORING SERVICE—EMPOWERING HEALTH!

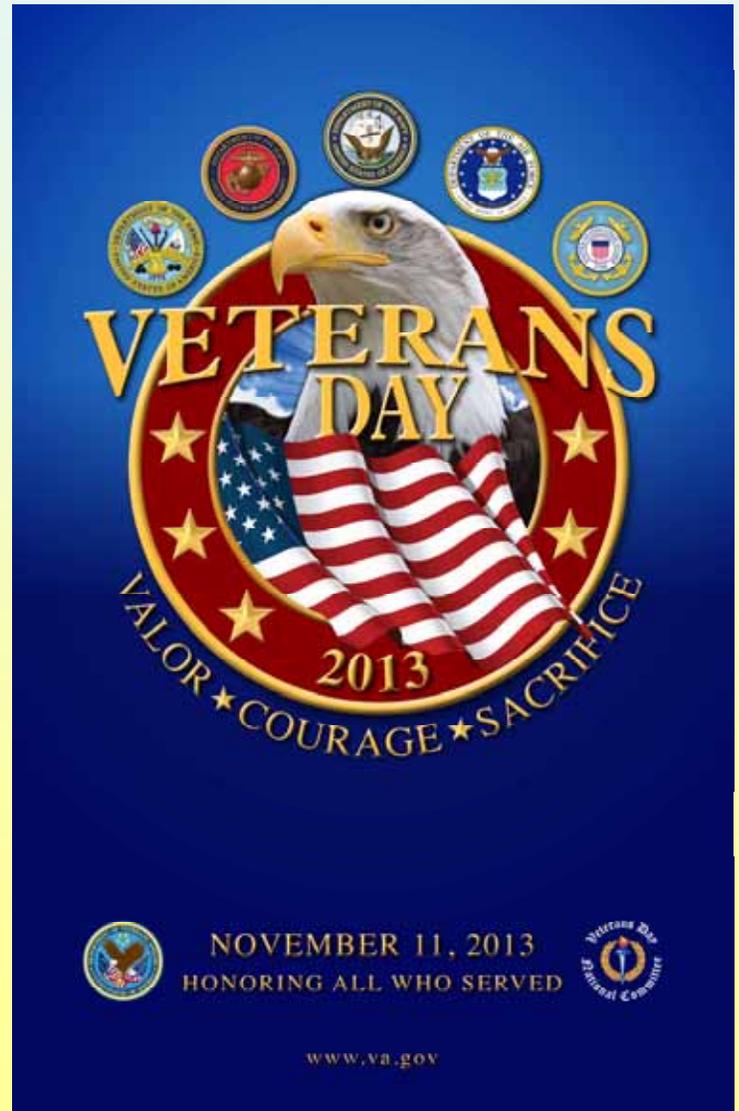
November 11th is Veterans Day. On that day, and every day, the Nation pauses to honor all of the men and women, past and present, who have fought its wars and stood watch around the world through the restless respite from war we call peace. It is a day for remembrance, gratitude, and exhortation. On that day, and every day, we remember the sacrifices of Veterans who have gone before us, thank those Veterans still in our midst, and exhort each other and our young to live up to their example of selfless service for the common good.

On November 20th at 10:00 am, we will have a ribbon cutting ceremony to celebrate our new Mental Health Building 170 (photo below); another way we will continue to provide state-of-the-art excellent care to the Veterans we serve.

Salem VAMC staff and volunteers remain committed to honoring Veterans for their service, and empowering their health through excellent service. We stand by the "I CARE" principles of integrity, commitment, advocacy, respect, and excellence.



**Miguel H. LaPuz, MD, MBA**  
Director



# NED DAUGHERTY—A WWII VETERAN'S STORY

Interview by William Corso, Photos by Tracy Turner

*William Corso was a Junior at Roanoke College, majoring in Economics and History. He had an interest in World War II ever since his Grandfather told him war stories. The interview was done in May, 2013, to "...help me and future generations understand what it was like to fight in the most horrific war in history, and to know how it felt to fight tyranny and injustice around the world. It is important to document these discussions with Veterans as it gives us insight not only into questions about war, but also an understanding of the past."*

There are many great tales of heroism and valor from the Second World War. Lifting the American flag on Iwo Jima, protecting your comrades in arms atop a burning tank in France, and showing true mettle in urban combat in Stalingrad. Tales of sacrifice and duty allow American citizens to have great pride in their soldiers abroad. But meeting a hero in person and having them inspire you personally is an honor which can never be forgotten. Ned Daugherty told a story of valor, dedication, heroism, and a bit of luck in the skies over Europe. A crewman in a B-24 Liberator, Ned cheated death numerous times all while serving his country.

Born and raised in Turtle Creek, Pennsylvania, on August 4, 1924, Ned Daugherty lived a traditional life with his two brothers and two sisters up until the attack on Pearl Harbor on December 7, 1941 thrust the United States into the most costly conflict in history. Still in high school at the time, Ned knew he would end up fighting for his country. He graduated in June, 1942, and started working for an electric and manufacturing company with hopes of buying his first car, dating his high school sweetheart, and saving for the future. But the war was certainly taking its toll on the American public. Fifteen million Americans were already part of the Armed Forces by the time Ned and five of his closest friends volunteered. Fearing they would be drafted regardless of the decisions they would make, the five young men visited a recruiter and were promised service together, as well as a promotion to non-commissioned officer rank upon leaving training. The six recruits reported to Fort Mead to begin basic training on March 18, 1943. After basic, to their surprise, five of them were sent to Texas, while Ned was selected to attend gunnery school, leaving the rest of his friends behind.

Ned was sent to gunnery school in Fort Myers, Florida, where he trained to be a waist gunner for bombers over Europe, which were in short supply at the time. The final part of his training consisted of air-to-air shooting. This was done out of an open cockpit of an AT-6 over the Gulf of Mexico. For Ned, this was quite an exciting experience due to the fact that he had never flown in an aircraft before. Ned graduated and, as promised, received the rank of Sergeant. He was then sent to Salt Lake City, Utah; then Idaho; then Iowa for crew training, where he joined up with the 703rd Bomb Squadron—445th Bomb Wing. The crew trained on B-17's at first, but then transitioned over to the new B-24 Liberator, which they would eventually use in combat. The crew consisted of people from all over the country: California, Iowa, Pennsylvania, Tennessee, and Georgia. Each had a story to tell and a vision for the future.

Eventually their training was finished and Ned received his promised rewards: silver flight wings and a promotion to Staff Sergeant. The bomber squadron was ordered to continue on to London and flight from the US to England consisted of a 30-day sightseeing tour. Stopping in Puerto Rico, Brazil, Morocco, and Casablanca, where an emergency landing took place late at night. The crew arrived in England early December, 1943.

Their first mission together occurred on December 22, 1943, and targeted Osna-bruck, Germany. The second was Bonnieres, France; then Kiel, Germany; then Mannheim, Germany. The latter mission proved to be quite difficult as there was an unexpected German presence in the area. The mission called for a low level bombing raid (11,000 feet); however, the bomber squadron missed their target. As the group attempted to compensate and swing back around, flak began to fill the sky and German fighters began to swarm the B-24's. Ned could feel the aircraft shake and vibrate as shells exploded close to his aircraft



and as German fighters made strafing runs. The co-pilot was struck by flak and was killed. Upon returning to Tibenham Air Base in England, a ceremony was held for the co-pilot and two other airmen in just 20 minutes. Their B-24 was so crippled by the flak and German fighters that it had to be scrapped.

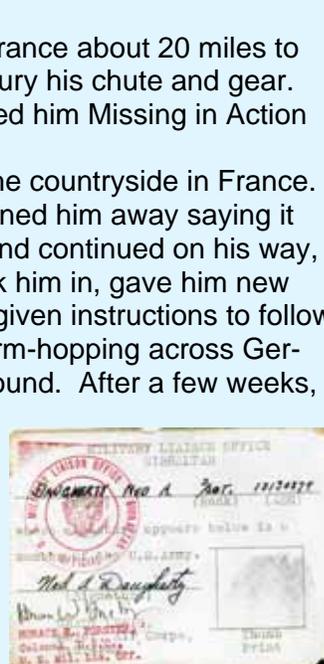
Crew gunners took turns staying behind every other day. On February 24, 1944, it was Ned's turn; unfortunately, the rest of the crew did not make it back. It was the first day Ned missed a day with his crew since Boise, Idaho. A bond is formed while doing so many missions together, almost that of a family's. Those men lost over Germany were more than friends; they were brothers in arms. But the war does not stop because of one tragedy. Ned was put with a new crew the next day; mostly strangers.

St. Patrick's Day, March 17, 1944, the various crews met for a flight briefing for mission 12A (as it was taboo to call a 13th mission). Many of the airmen were stunned by the length of the mission: from England to Friedrichshafen, Germany, a 9-hour trek there and back. This also meant braving temperatures between 20-60 degrees below zero. The crews took off and tested their weapons over the English Channel. They were also informed that one of their superchargers gave out, but continued on anyway. About 100 miles inland to Germany, the second supercharger was lost, and the pilot had no choice but to turn around. The crew set off red flares in an attempt to establish contact with their allied fighters for an escort as radio silence was being held, but none came, leaving the crippled aircraft alone. Twenty miles from the coast, ME-109's were spotted off the front of the aircraft, and a few more were at their tail.

Tracers began to pass between Ned and the other waist gunner, and ricochet off the inside of the aircraft and into the bomb bay, starting a fire. Each of the gunners was returning fire; however, the pilot ordered everyone to bail. Ned picked up his chute and decided it was time to go. He had no time to jump; at that moment an explosion from the bomb bay severed the wing of the B-24 and caused it to spin. Ned separated from the plane at about 8,500 feet above the earth. He remembered his training for bailing from a flaming wreck: "Free fall from a burning aircraft so that flames would not catch the parachute on fire." He was falling on his back and had no sense of how fast he was going or when he would hit the ground. He pulled his ripcord when he deemed it safe, and landed violently in an open field. Other crew members began to land around him, some with broken limbs. Farmers and locals began to gather around the crash site, as well as German soldiers. With no time to spare, Ned was forced to leave his comrades and flee towards German-occupied France about 20 miles to the west. In all the chaos, Ned did not have time to follow bailout procedures and bury his chute and gear. German soldiers found his discarded belongings and his serial number, then reported him Missing in Action (MIA).

Beginning his journey, Ned fled the crash site and attempted to find help along the countryside in France. He was seeking civilian clothing, food, and shelter for the night. However, many turned him away saying it was too late, around six at the time. Staff Sergeant Daugherty took an energy pill and continued on his way, west. He eventually found assistance the next day. A group of French farmers took him in, gave him new clothes, and allowed him to stay the night. Early the next morning, Daugherty was given instructions to follow a man to another farmer, further west. This is how he spent the next few weeks, farm-hopping across German-occupied France and towards the Spanish border with the help of the underground. After a few weeks, Ned ended up at a medieval-era castle where he stayed for a week reading books, getting exercise, and laying low. He had his picture taken, which was used on a forged French passport, allowing him to more easily sneak past patrols and over borders.

Eventually, Ned made it to the Spanish border and was grouped with various other refugees: some English pilots, and Jewish escapees. They started up the mountains that separated Spain and France, and were met along the way by a mother and her two sons who offered soup and wine. After climbing the mountains



for about a day, they reached their highest point of 10,000 feet. Many of the refugees were arguing with Ned and the other military men to carry their bags and supplies, saying they were too tired. They refused and in doing so, drove a small wedge in the group between the civilians and military. Regardless, they were in the venture together, and despite their difference they pushed on.

On June 3, 1944, the group finally made it to neutral country. Their guides left them and returned to France. The refugees and airmen were told to continue inland and find a farm with a new group of guides to get them to Gibraltar. However, to their surprise, they came across two soldiers who brought them back to the town they were stationed in, took everything they had of value, and held them for the night. The following day, Ned and his fellow airmen were pointed towards the next town under guard. There, they registered with the police and were fed and washed. Finally, they arrived at a large bus terminal surrounded by armed police officers and had new papers of identification issued to them, along with fingerprints, name, rank, and serial number.

The next day Ned and other American service members were sent to Gibraltar and, at the expense of the American government, spent about a week in a health resort where they received new suits, steak dinners, and a bit of spending money. On June 14, 1944, Ned's mother received a letter stating her son was no longer MIA but was killed on March 18, 1944, over German airspace.

Usually the plane from Gibraltar back to England was a military grade C-47 with uncomfortable seats and quite the bumpy ride. However, Staff Sergeant Daugherty and his group missed their operations call and were replaced by a different crew of servicemen. Fortunately for Ned, they were allowed to ride in the Governor's plane on their return to England: a 4-engine comfortable private aircraft.

Upon returning to England, the airmen were allowed to tour around before heading to London. Ned spent three days around the countryside before deciding to report to London. Upon his arrival, Ned was imprisoned until someone could identify him, which cost him another three days. During his confinement, he sent home a telegram which stated: "Dear Mother well and happy enjoying a London holiday." Little did he know, however, the U.S. Government censored "London" and upon arriving home his family believed the letter to be from before his "death."

Ned found out that he was the only one out of his whole airbase to escape captivity from the Axis and make it back to England. He also found out he was the first crew member of the original crew to finish the required 25 missions. Upon being asked what should be done now that he made it back, he stated, "I would like my four months of pay and a promotion." The brass accepted his request and also allowed him to return home in July.

Ned flew to New York for debriefing and to confirm his leave. He arrived in New York and stayed in a downtown hotel for a night, awaiting debriefing. He was then put on a train to Pittsburgh where he could get home. During this time, Ned did not contact home, assuming his telegraph from London was received. Little did he know, a funeral service was being held for him the morning he was to arrive at the local church! When he finally did arrive in Pittsburgh, he phoned home, to everyone's surprise. He arrived early that day, went to the florist shop, and paid for the bill for his own memorial service — then showed up at the church!

*Photos: Mr. Daugherty; Mr. Daugherty with his wife, Alice, and the author, William Corso; and ID from Spain; a sympathy card; telegrams to his parents from the Army; a citation for giving his life in the performance of duty; French false ID given to him by the French underground; Gibraltar ID; and a newspaper article about his return from the dead; —all from 1944.*



## DRIVE THRU FLU VACCINES!

Enrolled Veterans are invited to use Drive Thru convenience to get their free annual flu vaccines at Salem VAMC, Monday—Friday, through November 15, rain or shine, between 8:30 am and 3:30 pm (except Federal Holidays—November 11). Salem VAMC employees may also take advantage of the Drive Thru convenience.

Flu vaccines will be given by experienced Nursing staff near Building 17 at the west front gate of the medical center. This Drive Thru location replaces the Building 12 location used in prior years. Veterans may still receive the flu vaccine in their Primary Care clinic during an appointment.

Veterans must be enrolled in the VA system to receive the vaccine. Veterans with a VA ID card should bring it with them. Employees must show their Salem VAMC ID badge.

Our Community Based Outpatient Clinics (CBOCs) in Danville, Lynchburg, Staunton, Tazewell, and Wytheville, are also offering flu vaccines (inside their facilities) during the same dates and during normal business hours. Call (540) 982-2463, ext. 3547 with any questions.

## VETLINK KIOSKS ARE HERE!

A new, quicker, convenient, secure way to check in for your scheduled appointments has come to Salem VAMC. Over 40 VetLink “kiosks” have been placed throughout Salem VAMC. So far Veterans are giving us positive feedback about this new process.

The new VetLink kiosks mean no waiting in line, you can check to make sure we have your current personal information, and you will receive a printed appointment schedule to help you manage your day. Trained staff and volunteers are available to help you learn how to use this new system. At the kiosk you can swipe or scan your Veterans Identification Card (VIC) through the card reader on the side of the kiosk, or enter your full Social Security number. You'll be asked to enter your date of birth and then verify your identity. You can update your address, phone number, and personal information on the touchscreen keypad. You can update your health information. If you have other insurance, we'd like to keep that information up to date as well. Then simply confirm your appointment.

If you need any help, a VetLink navigator — trained staff or volunteer—is nearby to provide assistance, and you can always visit a clerk to check in. Visually impaired Veterans can also use VetLink by inserting their ear buds into the scanner located at the bottom right of the kiosk.



## AFFORDABLE CARE ACT (ACA) - IMPORTANT INFORMATION!

VA has launched an awareness campaign and a new website to let Veterans know what the Affordable Care Act (ACA) means for them and their families. Veterans receiving health care from VA will see no change in their benefits or out-of-pocket costs when portions of the ACA take effect next year. Veterans may receive a letter from VA about ACA; if they are already enrolled for VA care, they do not need to do anything. A 10-10EZ Application for Enrollment is included with the letter for them to pass along to another Veteran who may wish to enroll for VA care.

For information about VA health care and the Affordable Care Act, VA encourages Veterans and family members to visit the new website at [www.va.gov/aca](http://www.va.gov/aca), or call 1-877-222-VETS (8387), Monday through Friday from 8 a.m. to 10 p.m. or Saturdays from 11a.m. to 3 p.m., Eastern time. The new website includes a Health Benefits Explorer, where Veterans can learn about the benefits they can receive if they enroll in VA care.



# Rural Outreach

Salem VAMC has a Rural Health Team to provide information and education to Veterans in our catchment areas. The team is under Salem VAMC's Primary Care Service Line, and works closely with Home Based Primary Care, Tele-medicine, Women's Health, Mental Health, the OEF/OIF/OND Coordinator, and other services. Rural Health staff can help Veterans enroll for VA health care! Recently the Team shared information about VA health care services at: Health & Wellness Fair at Bethany Christian Church in Roanoke, Managing Diabetes in Covington, Heart Education at Cumberland Mountain Services, and Patrick County Senior Health & Craft Fair in Stuart.

## Upcoming Rural Health Outreach Events:

- ◆ November 7—AHA Friends & Family at Glenvar Library in Salem
- ◆ November 10—Veterans Day at Bethany Christian Church in Roanoke
- ◆ November 12—CHF (Heart) Education in Hillsville
- ◆ November 13—Diabetes Education in Narrows at VFW Post 6000
- ◆ November 19—Diabetes Education in Covington at VFW Post 1033
- ◆ November 23—AHA Friends & Family at the Hollins Public Library in Roanoke
- ◆ November 26—PTSD at Cumberland Mountain Community Services in Cedar Bluff
- ◆ December 10—PTSD in Hillsville at the VFW Post 1115
- ◆ December 11—Medication Management in Narrows at the VFW Post 6000
- ◆ December 14—AHA Friends & Family at the Vinton Public Library in Vinton
- ◆ December 17—Medication Management in Covington at the VFW Post 1033

More information and upcoming events open to the public are posted at [www.salem.va.gov](http://www.salem.va.gov) in the events calendar. If you would like to invite the Rural Health Team to an event or to speak with your organization, please contact Marian McConnell at (540) 855-3460 or email [marian.mcconnell@va.gov](mailto:marian.mcconnell@va.gov).

## DOMESTIC VIOLENCE AWARENESS MONTH



October was Domestic Violence Awareness month, a time for the community to come together and build awareness and a movement towards safe and healthy relationships for all individuals and families. Domestic violence touches every person in our community and society as a whole; and violates a person's dignity, safety, and basic human rights.

In recognition of Domestic Violence Awareness month, some employees gathered in the shape of a purple ribbon to remember those who lost their lives, celebrate those who survived, and pledge to end abuse everywhere. It was an extra special moment when they realized the American flag was reflected in the window behind them.



## KINDNESS—CIVILITY— ESSAY WINNERS

September was **Kindness**—or “Civility” month. A contest was held for employees to share their thoughts. The four winners were: Pam Braun, Theresa Grossheim, Steve Lash, and Pahnnee Winnemuth. Their submissions will be shared in this and the next three issues of “Just the Facts,”

### WHAT DOES CIVILITY MEAN TO YOU? by Pam Braun, Pharmacy Service

Civility means respecting others. It refers to treating others with the respect and regard that you expect from them.

**HOW DO YOU PRACTICE CIVILITY IN THE WORKPLACE?** As a supervisor, I see myself as a role model. How I treat everyone else in the department is noticed by everyone and serves as the core of the work culture. I treat everyone in the department with respect. I treat others from other departments with respect and I also treat the patients and their caregivers with respect.

**WORK ASSIGNMENTS**—I have defined the work in the department so the employees understand what is expected of them. I speak to each employee daily and make work and lunch assignments. I make sure that the workload is spread evenly and fairly among employees and encourage cooperation. When one person is swamped, I encourage the others to notice and help out.

**“SMILE AND GREET”** - One important act of civility I perform is something I call “smile and greet”. Simply put, I make sure that I acknowledge each person every day. Whenever I encounter someone, I make eye contact, smile and provide a brief, friendly greeting “hello”, “how are you”, “isn’t it a beautiful day out today”, etc. Usually, people respond by mirroring this behavior. They return the smile and counter with a similar, positive greeting. I see this as something that makes a contribution to the overall positive atmosphere in the hospital and the department. I see it as something that spreads and continues from person to person, taking on a life of its own.

If all our employees were to adopt this habit, it conveys a message to visitors – “our staff cares about you, they are approachable, friendly and helpful”. It also conveys a message to other staff members- “we’re all on the same team working with the same mission towards a common goal”. It also has a positive effect on the employees themselves. Being kind to others and showing kind regards to others actually makes us feel good about ourselves.

**“FOCUS ON THE VETERAN”** - Another way I practice civility at work is when I am working with a Veteran with a caregiver in the pharmacy. I always address the Veteran first. I make eye contact with the Veteran, smile, and greet them. I conduct as much business with the Veteran as possible. I want the Veteran to know that we are here for them. Then, I utilize the caregiver to assist with anything else, if needed. I think it is important to give the Veteran as much control and empowerment as possible in their own health care. Their life and health are at stake and I want to ensure that they are as involved as they can be.

**“THINK CIVIL THOUGHTS”** - Another way I practice civility is to constantly be aware of my thoughts and try not to think uncivil thoughts. This is a difficult task. It involves training yourself to be on guard against thinking uncivilly. A perfect example of this is on your way to work. You’re in the parking lot. Someone stops quickly in front of you, causing you to brake hard and suddenly stop. You think “Hey! What’s your problem?” and are instantly angry. Working on thinking civilly means working on your responses to situations. You cannot control what happens to you, but you can control how you respond. I try to notice situations where I was immediately angry and think about it. I think about what I could have done differently. Then I come up with a plan. Next time, I will try to be more sympathetic and not respond with anger. Next time, I will try to respond without frustration “I wonder why everyone is stopping?” instead of being instantly angry.

**CONCLUSION** — Civility is all about treating others with respect. By being respectful to everyone, I try to serve as a role model for others. By making sure employees treat the Veterans and each other civilly, the work environment is enhanced. I strongly encourage continuous promotion of civility in the workplace because civil behavior has a way of spreading from one person to another. Civility is also about working on our thoughts and trying to change the way we think. We need to be helpful, inclusive, and sympathetic. We need to work on keeping an open mind and not being judgmental. We need to think about what we are going to say before we say it and consider how our words will be interpreted and what will be the consequences of those words. By working on these things, we are starting a program of continuous improvement. We are always working towards making work life and home life better.

## WE CAN WIN WITH ICD-10

*Submitted by Beverly Bellamy*

At the end of a physician's visit, a patient's symptom or condition is named and assigned a three to five digit alpha numeric code called an ICD-9 code. These codes are used to submit bills to insurance companies for insured patients, but also to track and trend disease processes worldwide.

On October 1, 2014, the ICD-9 codes will be undergoing a complete overhaul which will lengthen the structure from a maximum of five to a maximum of seven codes and clinical documentation will need to be more specific to justify the codes recorded. The new diagnostic system will be called ICD-10. The United States is the last country to transition to this reporting structure. The change to ICD-10 will allow for inclusion of new diseases as discovered, new and emerging technological procedures as introduced, and will enhance the ability to track and trend diseases process worldwide.

As with any change, the best avenue for success is planning and preparation. Salem VAMC has an ICD-10 Steering Committee and an implementation plan that will help guide Salem through this significant, national transformation.

In November, 2013, a comprehensive 3-month training program for coders and a self-study program for providers will begin to educate all pertinent staff to help them be prepared for the upcoming changes. The key to a successful transition into ICD-10 will be reliant upon full educational participation of all Salem employees directly impacted by the ICD-10 changes such as physicians, nurses, technicians, coders, diagnostic data analysts and any other personnel that use diagnostic codes.

For questions about these upcoming changes, please contact Tammy Kendrick, Chief of HIMS at extension 2473, or Beverly Bellamy, HIMS Revenue Supervisor at extension 3597.



## SALEM PSYCHOLOGISTS COMPETE IN MARINE CORPS MARATHON

*Submitted by Dr. Robert Guthrie*

At 0600 on Sunday morning, October 27th, while most of us were still tucked up in our beds, Dr. Olivia Chang and Dr. Betty Gillespie, were out by the Pentagon in Washington, D.C., getting ready to run in the 38th Marine Corps Marathon. Both women are experienced marathoners and both had put in hours of training to get ready for this day. There were so many people present (23,480 completed the event) that it took over 15 minutes just to reach the starting line once the gun had gone off. Along the way, the women passed Marines and civilians who were cheering them on and exhorting them to, "hang tough;" reminding them that, "pain is your friend!" At times they ran behind Veterans and active duty personnel who had been wounded themselves or who were running to honor the sacrifice of a comrade who had fallen in Afghanistan or Iraq. These images and the names they bore on their t-shirts, pumped them up, kept them going, and reminded them of the Veterans they work with day in and day out. After they had crossed the finish line at the Iwo Jima Memorial some hours later, Olivia and Betts stood tall as a Marine lieutenant placed a medal around their neck, came to attention and saluted. Mission Accomplished.

Dr. Olivia Chang is a psychologist who works on Salem's Specialized Inpatient PTSD Unit and Dr. Betty Gillespie is a psychologist working on the Hospice/Palliative Care Unit. They are pictured here with the medals they earned by completing the Marine Corps Marathon.



# STANDARDIZED TELEPHONE MENU OPTIONS



We appreciate your patience as we have transitioned to a new VA Standardized Telephone Menu. When you call our main number, please listen carefully to the recorded message as menu options have changed.

## WHITE CANE SAFETY DAY

*Submitted by Stephanie Sackett, Photo by Elizabeth Lawrence*

White Cane Safety Day was observed in the main lobby on October 15th. This nationally observed event celebrates the achievements of individuals who are blind or visually impaired. This event also recognizes the important symbol of blindness and tool of independence, the white cane. Exhibits were provided by the Salem VAMC VIST (Visual Impairment Services Team) Program, the Department for the Blind and Vision Impaired, and the local BVA (Blinded Veterans Association) Chapter.

The VIST Program provides a variety of services to our blind and severely visually impaired Veterans. These services include: an annual review of benefits, a review of the Veteran's need for adaptive equipment, referral to VA Blind Rehabilitation Programs, assessment for computer and mobility training, referrals to local community resources for the visually impaired, and a support group for Veterans and their caregivers. For more information about the VIST Program, please contact Stephanie Sackett, LCSW, VIST Coordinator at extension 3356.

*Pictured left to right: Stephanie Sackett, VIST Coordinator; Michael Doyle (Blind Veteran, BVA Representative), Meg Walker, Orientation & Mobility Specialist from the Department for the Blind & Vision Impaired; Lisa Tays, Orientation and Mobility Specialist from the Dept. for the Blind & Vision Impaired.*



## THROUGH IT ALL

*Submitted by Tracie Dickson, Photo by Dr. Shannon Cohen*

Back in the old days, twenty five years ago, Primary Care Treatment (PCT) was much smaller and occupied the space where the VA Police are now located. Each morning when I would come into work I took note of a really nice cross country ski picture hanging in the hallway entrance. VA issue of course but in those days the pictures had no resemblance to the ones available today so this picture was definitely a cut above. Tim Woodrum was the Social Worker for PCT at the time and I commented to him often about how fond I was of the picture hanging in the hallway of PCT, since I especially enjoyed cross country skiing. It was perhaps a few years later that in July 1988 I was diagnosed with breast cancer at a very young age. I was away from work for several weeks recuperating from surgery and the emotional toll as a result of the diagnosis; thinking that I most likely would die from the disease since I was so young.

I will never forget the day I returned to my office on acute medicine, Ward 2-2 at that time and there in my office was the cross country ski picture hanging in the place of my other old tattered VA issue picture. The sentiment brought a flood of more tears to my eyes which had been forthcoming for many weeks since my July diagnosis. There were many who reached out during that difficult time and offered support and love and Mr. Woodrum was just one of those. The picture...well it still hangs in my office 25 years later and is a daily reminder of a difficult time but the friendship, love and caring that can serve to brighten even our most trying days; a small expression of kindness that meant volumes to me. I am thankful for 25 years of additional life and am proud that I can call Mr. Woodrum my boss, but more importantly, my friend.



## LANGUAGE LINE RESOURCES

*Submitted by Whitney Wimmer*

Salem VAMC has access to **Language Line**, an over the phone interpretation service that provides accurate and complete first-person interpretation between Salem VAMC staff and individuals of all origins. The Language Line Quick Reference Guide is available as a link on our Intranet (internal) homepage, along with a list of helpful tips for using the program.

With over 200 languages offered and 24/7 support, our staff will be able to better communicate with Veterans, family members, and visitors who may not be proficient in English. Read more about the program at [www.languageline.com](http://www.languageline.com). Questions may be referred to (540) 982-2463, ext. 2520.



## HISPANIC HERITAGE CELEBRATION

*Submitted by Tanyia Jones, Photos by Carolyn Turner and Tanyia Jones*

Salem VAMC's EEO Program celebrated National Hispanic Heritage month, by hosting a Hispanic Heritage Program on September 26, 2013. Tanyia Jones, LCSW serves as the Hispanic Heritage Emphasis Chair and Carolyn Turner, NA serves as the Co-Chair. The program consisted of a two part series that focused on both education and entertainment of the Hispanic Culture. National Hispanic Heritage month is celebrated from September 15th through October 15th. National Hispanic Heritage Month allows us to celebrate and highlight the accomplishments of a group of Americans whose rich heritages and contributions have helped to make America an even stronger nation.

During the program, Dr. Petra Rivera-Rideau Associate Professor from Virginia Tech provided education on the traditions, cultural values, beliefs, and customs of Hispanic Americans. Several employees and Veterans attended the event, allowing the opportunity for increased knowledge and education about the Hispanic culture. Following Dr. Rivera-Rideau's presentation there was entertainment provided by Maria Cristina "Yolanda" Rodriquez Puyanna and entertainers from HACIENDA in the main lobby. The entertainment consisted of various Latino music and dance. Salem VAMC employees and Veterans attending the event were able to participate in dance and an overall fun filled celebration. Both of the volunteers were presented with a trophy for their valuable time and service, in helping to make the Hispanic Heritage program a success. This program allows specific emphasis to be placed on increasing the awareness and positive benefits of the Latino culture.

*Photos top to bottom: Tanyia Jones and Maria Christina "Yolanda" Rodriquez Puyanna; Band members Kike and Jose; and Haydee Adams and Maria Christina "Yolanda" Rodriquez Puyanna.*



# ANNUAL COUNTRY STORE AND HALLOWEEN PARTY

1st Place—The Minions (Primary Care)  
 2nd Place—Medea (Naymon Mack)  
 3rd Place—Frankenstein & Monster (Sam Bailey & Nathan Rivers)  
 Honorable Mentions— Clown—Denise Coyle Lynchburg CBOC  
 Honorable Mention—Duck Dynasty  
 Pumpkin Contest—Jeanette Viars 1st & 3rd; CWT Greenhouse 2nd place



## FACILITY ENHANCEMENTS/CONSTRUCTION NEWS

Submitted by Wayne Johnson, FMS

Construction progress at Salem continues even as the winter slow-down approaches.

Contractors are working to install a roof on the Community Living Center (CLC) Dining Room Addition atop Building 2A in order to facilitate winter construction work. *(Photo at right by Scott Branscome)*

Painting of the new water tank continues to progress, and the tower is expected to be operational during the spring timeframe.

Early stages of the design process for addition to and renovation of the Emergency Department and portions of Imaging continue to progress.

Several other projects which will progress during the November/ December timeframe include:

- Installation of a New Nurse Call System: The design process will continue for replacement in various areas of the Medical Center.
- Replacement of Primary Electrical Feeders: Construction will continue.
- Upgrade Underground Water Distribution System: Construction will continue and several buildings will be transferred to the new system.
- Upgrade Utility Plant: Design effort will continue.
- Photovoltaic Array atop landfill: This project is nearing completion and is expected to be tied in to the electrical system during the November timeframe.
- Upgrades for Security: Installation of conduit, cabling, and door controls will continue.
- Correct Life Safety Deficiencies: Replacement and upgrade of life safety components will continue. Construction of new emergency stairways at Building 75 will also continue.

A few projects are awaiting delivery of equipment or furnishings or completion of construction contract changes in order to allow completion. Projects in this category include:

- New Mental Health Building 170 – Furnishings now expected to arrive in December with contract completion and subsequent occupancy to follow. *A ribbon cutting ceremony will be held on November 20th at 10:00 am.*
- New Education Center in Building 75: This project continues to be impacted by furniture vendor delays.
- Install Storm-Water Overflow for East Courtyard: Construction has been delayed by a required contract change.

Larger projects which are nearing completion or are substantially complete include:

- Replace HVAC System, Building 74: The new system is operational and functioning well. The system is undergoing final testing and programming functions.
- Upgrades to Emergency Electrical System: All emergency transfer switches scheduled to be replaced have been replaced. Deficiency items are being addressed.
- Replace Building 75 Roof: Roof replacement is almost complete, but a small area near the new stair towers must be completed after the stair towers are completed.
- Replace Domestic Water Lines in Building 74: Work is essentially completed,

Several additional contract projects are in various stages of design or construction procurement and several other projects are being conducted by in-house labor. Please use extreme caution around any construction activity, and heed all barriers and signage. If you observe any safety concerns, please report them immediately to Safety (Ext. 2292) or FMS (Ext. 2700).



## HOUSEKEEPERS OF THE MONTH AWARD

Article & Photo Submitted by Nathan Rivers

On October 15th, Housekeeping had their monthly all staff meeting where Alphonso Brooks (*not pictured*) and Mark Banks were chosen as the Housekeepers of the Month. Both work on our first shift and are always ready and willing to do what is asked of them whether it be working on our move/set up crew or working in an area that they usually do not work. They truly understand what it is to serve this great nation's Veterans. Please make sure you thank them for their service here and as always please take the time to thank all the great housekeeping staff we have here at Salem VAMC.



## ? ASK ETHEL?

Questions and answers will address resources available to employees and other ethical issues in the workplace. Customer centered agencies, like Salem VAMC in which improved customer service is important to the overall mission of quality healthcare, tend to offer various opportunities for all employees which promote career and self growth. Employees are encouraged to submit questions to Ethics (122). Please include your name and extension if you want a personal response (all responses are confidential).

**Question:** "It seems that Veterans who arrive at Salem on a stretcher get priority care. Is that ethical?"

### Answer:

Our Salem VAMC transportation Medical Center Memorandum 658-136-15 outlines various ways Veterans may be provided transportation to the VAMC. One category is that of non-emergent transport via the Disabled American Veterans, DAV Transportation Network.

DAV has 12 vans that cover a 90 mile radius of the Medical Center, transporting up to 325 Veterans per month to various medical appointments. Veterans who have multiple appointments, or later scheduled appointment times are issued a red badge by the DAV driver upon arrival at the Medical Center. The red badge indicates that this Veteran's service for that day needs to be "expedited" as soon as they report to the assigned clinic, pharmacy, laboratory or radiology. The end result will be that the other 11 Veterans and the volunteer driver will be able to get back to their home at a reasonable time.

Another special group of Veterans coming to the VAMC for treatment are those who are bed bound and arrive on a stretcher via Basic Life Support (BLS) ambulance transport. Patients who arrive by stretcher transport are often quite ill, and may have traveled on a stretcher for many miles.

Ethical care certainly does encompass expediting service to Veterans who arrive on a stretcher and in need of urgent health care services. Our goal is to provide excellent service, based on the "I CARE" principles of integrity, commitment, advocacy, respect, and excellence — for ALL Veterans.



## SHINING SOME LIGHT ON THE TOPIC OF VITAMIN D

Submitted by Jessica Lind



“Drink your milk so you’ll grow up to have strong bones and teeth!” We’ve all had that infamous line delivered to us from our mothers at least once or twice when we were growing up. But what your mother probably didn’t tell you is that if you don’t also have enough vitamin D, your intestines won’t be able to adequately absorb the calcium from that glass of milk. In that case, even a diet full of calcium won’t keep your bones healthy. Vitamin D also plays a role in cell growth, neuromuscular and immune function, and reduction of inflammation, and even more possible functions are currently being studied.

So I’ve convinced you. How do I include more vitamin D in my diet? There are actually very few food sources, and obtaining an adequate amount of vitamin D is difficult. Fish (such as salmon, tuna, and mackerel), fish liver oils, and mushrooms are the best sources; milk is also fortified with vitamin D. The good news? The skin can make its own vitamin D when exposed to sunlight – and it only takes about 15 minutes of exposure a day. But sunscreen, make-up, dark skin pigmentation, and low sunlight intensity (during winter, for example) all negatively influence this process. In today’s society, it is very common to be unknowingly vitamin D deficient. It is a good idea to get your vitamin D levels tested, and talk to your doctor about vitamin D supplements. Your bones will thank you for it!

## ANTICOAGULATION CLINIC UPDATE—FOR VETERANS ON BLOOD-THINNER THERAPY

Dear Veteran,

As a patient who is on anticoagulation (blood-thinner) therapy, you have been enrolled for follow-up with the Salem VAMC anticoagulation clinic. In the past, this clinic has been operated by nursing for your management and follow-up. Salem was one of only eleven VAMCs in the U.S. to have nurse managed anticoagulation clinics. While excellent care was provided, local and national directives will require Salem to change to a pharmacist-operated anticoagulation clinic model. Please see the topics below that will further explain the changes to this process:

**What is an anticoagulation clinic?** The anticoagulation clinic is a service established to monitor and manage the medication(s) that you take to prevent blood clots. It is a specified location within the Salem VAMC primary care clinics that is staffed by Clinical Pharmacy Specialists (pharmacists). The pharmacists, working in conjunction with your physician, will check your blood test and adjust your dose of warfarin (Coumadin®) as well as other anticoagulation medications you may be taking.

**Why is a special clinic needed to manage my medicine?** Warfarin and anticoagulants can be dangerous medicines if not closely monitored. While on warfarin, your blood clotting time or INR is usually checked every one to two months, and more often when first starting this medicine, when changes are made to your other medications, or if your blood results are not within the therapeutic or normal range for you. In the past you were required to go to the lab to have your blood tests drawn. With the new anticoagulation clinic format, testing for warfarin will be done at appointments where you will see the pharmacist without going to the lab in most situations. This is known as “point of care testing.” Use of point of care testing will make your visit easier and quicker.

**What is required to be enrolled in the Salem VAMC anticoagulation clinic?** You are already a patient of the Salem anticoagulation clinic so you do not have to do anything. You will automatically be enrolled in the new pharmacy managed clinic. In order to continue with this anticoagulation service, your VA primary care physician must be someone whom you intend to continue to visit at least once a year. You must be willing to come for the required appointments with the pharmacists as scheduled. Pharmacist-staffed anticoagulation clinics will be available at the Salem VAMC main campus, and at the Staunton, Lynchburg, and Wytheville CBOCs.

**What is the procedure for follow-up in the anticoagulation clinic?** You will be contacted by the pharmacy staff to discuss your therapy and to arrange your first appointment. At your appointments, the pharmacist will check your INR (if you take warfarin) by using a finger stick blood test. The result will be available immediately. This is point-of-care testing. The pharmacist will ask some questions about your health and medications, determine if your warfarin dose should be adjusted, and schedule your next appointment. At your first visit, you will be given some additional education regarding the anticoagulants you take. If there is a need to check the INR or other blood work before the scheduled appointment with a pharmacist, you may be sent to the Salem VAMC laboratory for this. Once the result(s) are available, a pharmacist from the anticoagulation clinic will call you and discuss your results and any action needed.

Appointments for any of the anticoagulation clinic locations will be made through the main campus anticoagulation clinic office. Patients will be transferred to the new pharmacist-run clinic over a few months.

Questions may be referred to (540) 982-2463, ext. 3525.

## NURSE PRACTITIONER WEEK—NOVEMBER 10-16

*Submitted by Bridgette Vest and Michele Rowsome*

NP's take health histories and conduct physical examinations, diagnose and treat acute and chronic problems, interpret laboratory results, prescribe and manage medications and other therapies, plan and run disease prevention and health maintenance programs, make appropriate referrals to other health care professionals, and conduct research.

NP's are expert clinicians with advanced training who provide primary, psychiatric, acute, and specialty health care.

NP's offer high-quality, cost-effective, patient-centered health care.

There are more than 171,000 NP's practicing in America today, providing solutions to the health care provider crisis.

All NP's have master's degrees, and many have doctorate degrees, as well as advanced education and clinical training.

NP's are licensed and can prescribe medicine in all 50 states.

NP's emphasize the health and well-being of the whole person in their approach, including helping patients make educated health care decisions and healthy lifestyle choices.

The confidence patients have in NPs is demonstrated by the more than 916 million visits made to NP's each year.

Now, meet a few of Salem VAMC's wonderful NP's:

✦ **Jennifer Bennett** is a Board Certified Family Nurse Practitioner. She received her Masters of Science in Nursing/Family Nurse Practitioner Degree from the Medical University of South Carolina. She has been with Salem VAMC since July 2013. She works in the Wytheville CBOC as a Home Based Primary Care PCP/Team Leader. She came to the Salem VA from a community health center in Laurel Fork, VA where she cared for patients from infants to geriatric patients as their PCP providing comprehensive care for acute and chronic illnesses as well as preventative care. She has also worked for multiple home care agencies over the years and is dedicated to providing comprehensive primary care to Veterans in the Home Based Primary Care program as these Veterans are no longer able to travel from their homes into the VA facilities/clinics comfortably.



✦ **Maribeth Capuno** has been an Adult Nurse Practitioner since 1996. She received her BSN from Florida State University and her MSN/NP from Emory University. She has worked at the Salem VAMC since 1996 and has been in cardiology since 1998. She is currently the president-elect of the Virginia Council of Nurse Practitioners and will be president in March 2014.



✦ **Dr. Shannon Cohen** is a board certified Family Nurse Practitioner, VA nurse researcher, and serves in the dual role of Health Promotion Disease Prevention Program Manager and the Veterans Health Education Coordinator. She received her PhD from the University of Hawaii and her MSN/FNP from Old Dominion University. She provides care to new Veterans to the VAMC and leads groups related to chronic disease self-management. She is responsible for strategic planning, program development and implementation, and evaluation of wellness related programs at Salem VAMC.



and our five community based outpatient clinics. She is the immunization taskforce chair and serves on numerous committees.

✦ **Michelle Rowsome** is a Family Psychiatric Mental Health Nurse Practitioner. She can be found on the inpatient PTSD unit, in the Buprenorphine clinic, or helping Veterans in the outpatient Substance Abuse clinic. She received her MSN from Upstate Medical University in Syracuse, NY and has worked within the Veterans Affairs system since 2005.



✦ **Dr. Cynthia Talton** is a board-certified family nurse practitioner, who has been working in the mental health service line for over 16 years. She has served in a dual role of both primary and psychiatric care. She received her DNP from Old Dominion University in 2011; FNP from Old Dominion University 1996; MSN from Univ. Of VA in 1991; and a BSN from Radford University in 1981. She initially worked at Lewis-Gale Hospital in the Coronary Care Unit for 7 years prior to transferring to the VAMC MICU. She has worked at the VAMC for over 25 years and serves on several committees. She is currently an officer for the local Virginia Council of Nurse Practitioners organization, and previously served as an officer in the Nurses of the Veterans Association (NOVA) organization. She has published several journal articles, and completed 2 research projects.



✦ **Sharon Bottomley** is a Board Certified Adult Nurse Practitioner. She received her Bachelor of Arts Degree from the University of Rhode Island and Masters in Nursing from Yale University. Areas of interest include adult health, geriatrics, and the education of future health care providers. She has been with Salem VAMC since 1994. In 2008 she transferred to cardiology where she currently conducts stress tests, provides pre- and post-cardiac catheterization care, and provides outpatient follow up for cardiology patients. She volunteers regularly at Bradley Free Clinic in Roanoke and was the 2012 recipient of the Bradley Clinic Cartwright Award for Excellence in Nursing. Ms. Bottomley is also a member of the Salem VA Research and Development Committee and a sub-investigator for cardiology research studies.

✦ **Joseph Candelario** graduated from Nursing school with BSN in 1992. Commissioned in U.S. Army May 1992. Worked in ICU until 1999 and entered Uniformed Services University in 2000 for MSN w/ NP certificate. Graduated May 2003 and worked in Primary Care at Ft Bragg. Was deployed to Iraq as NP in 82D Airborne in Aug 2006 through November 2007. Retired from Active Duty in Aug 2009 and started work in ER here through present.

✦ **Dr. Bridgette Vest** has worked for VA for 26 years. She has been an NP since 2005 and a RN since 1986. She received her ADN from Jefferson College in 1986 and her BSN from VCU in 2000. As an RN at Salem VAMC she worked in the medical and surgical units, intensive care and renal dialysis. She also worked as a nursing supervisor on nights for several years. She received her MSN/GNP from Duke University in 2005 and DNP/PMHNP from the University of Virginia in 2013. She is Board Certified as both a Geriatric Nurse Practitioner and a Psychiatric-Mental Health Nurse Practitioner. She holds certifications in Tobacco Treatment and Addictions Therapy. She has provided care to Veterans with Substance Use Disorders since 2005 and is the Coordinator of the Tobacco Treatment Program. Dr. Vest serves on several VAMC committees. Her research interests include substance and tobacco cessation in the Veteran population. She holds an Honorary Faculty position at the University of Virginia School of Nursing.



## COMPLIMENTS CORNER

- ☺ “My Primary Care physician is **Dr. Nedira Haik** at the **Stanton CBOC**...I cannot adequately express my appreciation and gratitude for the urgency and compassionate caring of your people. Dr. Haik and her nurse, **Wendy Wyant**, and **Kim Dayton**, were key players that made things happen. It is also evident that all your other people worked as a team.”
- ☺ “...praising my Primary Care team with **Carol Via** and **Mary Stewart** (nurse). Carol has given me back my life since I met her about 2 years ago. Carol worked so close with me and so did Mary and got my life back again.”
- ☺ “**Badrudoza Mirza** fixed a problem on the spot and I got my prescription... this is the way things should be — ‘people helping people.’”
- ☺ “I retired from Salem after 10 years and was a Coder. It was the best 10 years and I struggled with deciding to retire. Everyone I worked with was the nicest ever to me and I enjoyed working with and for everyone.” — Janice Damewood
- ☺ “Thank you to **David Corbitt** and **Virginia Lash –Trupia**, Nurses in **SICU** — you two sure brought cheer to my stay. Thank you both for being excellent nurses and wonderfully cheerful people.”
- ☺ “Compliments for the care my brother received...while in the **ICU**. He was provided excellent care by his PA—**Matt Dameron**, and the nursing staff of RN’s—**Ann Grugel**, **Linda Capers**, **Arvo Vilgats**, and **Tracey Mosley**. There were very busy with all their other patients but always cared for my brother in a timely manner and showed real concern and sympathy. He was a very difficult patient at times but they always tried to calm and comfort him. This was very reassuring to our family.”
- ☺ “I had the privilege of being a patient...I would like to send my sincerest gratitude to the Orthopedic Surgical staff.. from the day I

stepped on that campus to this very day I can safely say that I received and continue to receive a superior level of care... gratitude should be extended to my physician, **Dr. Larry G. Lipscomb**, as well as his nursing staff, **Brenda Dogan, RN**, and **Carolyn Hairston, RN.**”

- ☺ “Compliments to **Dr. Wright**; **Wytheville CBOC** and the **Orthopedic Clinic** are the best I have ever seen. I feel grateful that the services are here for me and are providing me with the best possible care.”
- ☺ “I am happy to be a patient in **Clinic Group 3** with **Dr. Craye.**”
- ☺ “The nurses who work with Lori Rutherford are great; helpful and kind: **Carroll Copen** and **Mandy Price.**”
- ☺ “Compliments to **Amy Cox**. She fitted me for hearing aids and took the necessary time to go over each step of using them; at no time did she make me feel rushed. She was very courteous, professional, and very helpful.”
- ☺ “I commend 3 LPN’s who helped my father: **Teresa Quarles**, **Donald Thompson**, and **Barbara Pentecost**. She have gone beyond the call of duty for my father and the whole family. All are wonderful, but especially these 3.”
- ☺ “I am very impressed with **Dr. White** and the team. Your **ICU** staff was attentive and professional.”
- ☺ “Thanks to the **VA Police** for keeping us informed about traffic delays, construction, and safety issues. These messages are very helpful to commuters planning parking, etc.”
- ☺ “I am from North Carolina and receive treatment under **Dr. Crowley** in your **Orthopedic clinic**. In August she performed surgery and I was amazed by the respect and dignity shown by your staff at the VAMC and Orthopedic Clinic. I travel 8 hours round trip and don’t mind because of the outstanding performance and treatment by your personnel.”
- ☺ “I love the people in your **Optical** and **Audiology Departments!**”
- ☺ “Thanks to **Patricia Muller** in PCT; she took the time to read my whole file. Compliments also to **Ms. Wilson** in the Pharmacy.”

## REPORTING SAFETY & QUALITY ISSUES

Submitted by Quality Management

Anyone may report safety and quality of care issues to the Joint Commission (TJC); and any criminal activity, waste, abuse, mismanagement, as well as safety issues may be reported to the Office of Inspector General (OIG).



(Concerns can be reported without fear of retaliation or disciplinary action against a reporting employee.)

The Joint Commission (TJC):

Office of Quality Monitoring, The Joint Commission  
One Renaissance Blvd.  
Oakbrook Terrace, IL 60181  
Phone: 1-800-994-6610  
Fax: 1-630-792-5636  
Email: [www.complaint@jointcommission.org](mailto:www.complaint@jointcommission.org)

OIG:

VA OIG Hotline  
PO Box 50410  
Washington, DC 20091-0410  
Phone: 1-800-488-8244  
Fax: 1-202-565-7936  
Email: [vaoighotline@va.gov](mailto:vaoighotline@va.gov)

Be sure to check out our website

[www.salem.va.gov](http://www.salem.va.gov)

For events, articles, photos, this newsletter, and more! You can also "like" us on Facebook and connect with us on Twitter

## JUST THE FACTS

The newsletter is published around the 1st of each month.

If you have ideas for *Just the Facts* articles (250 words or less), photos, or suggestions, please contact Marian McConnell at (540) 982-2463, Ext. 1400; or email [vhasampublicaffairs@va.gov](mailto:vhasampublicaffairs@va.gov) at least 10 days before the first of the month.

Remember, you can read current and past issues on the Salem VAMC Intranet homepage.

*Disclaimer: We reserve the right to edit/condense articles and information as appropriate. We will make every attempt to notify the author(s) first.*

Posted online under "Resources" at:

[www.salem.va.gov](http://www.salem.va.gov)



## EVENTS CALENDAR 2013

Also see [www.salem.va.gov](http://www.salem.va.gov) Events Calendar and Employees can view Intranet Events Calendar

Oct 7— Nov 15	Flu Shots Available (Business Hours M-F except Federal Holidays) at Salem VAMC and CBOCs
Nov 5— Dec 17	AFGE Salvation Army Stockings—Bring donations to AFGE Office
Nov 6	Diabetes is a Family Affair—Display in the Main Lobby from 9a-2p
Nov 7	5th Annual Caregivers Health Awareness Day—display in the Main Lobby from 9a-12p
Nov 8	Crystal Spring Elementary Students perform in Main Lobby from 11-11:30a
Nov 9	Veterans Day Parade in Downtown Roanoke from 11a-12p
Nov 10-16	Nurse Practitioner Week
Nov 11	Veterans Day Holiday
Nov 12	Stand Down for Homeless Veterans at the Salem Civic Center from 9a-3p
Nov 20	Ribbon Cutting for Mental Health Building 170 at 10am; then Veterans Advisory Committee (VAC) from 11a-2p in the Auditorium
Nov 21	Great American Smokeout—10a-2p in the Main Lobby of Building 143
Nov 25	Red Cross Blood Drive from 9a-12p in the Auditorium Building 5
Nov 28	Thanksgiving Holiday
December	National Drunk & Drugged Driving Prevention Month International AIDS Awareness Month Worldwide Food Service Safety Month
Dec 7	National Pearl Harbor Remembrance Day (1941)
Dec 15	Bill of Rights Day (1791)
Dec 18	Herman L. Horne Elementary School Choir from 10-10:45a in the Main Lobby
Dec 25	Christmas Day Holiday
Jan 1, 2014	New Years Day Holiday
Jan 16	Employee Town Hall Meeting from 11:30a-12:30p in the Auditorium Building 5