



The Torch

The official newsletter for State of Indiana employees

OCT 2024

SECC is in full swing, donate today!

We're off to a great start! We're already a few weeks into the 2024 State Employees' Community Campaign and our state employees have been hard at work raising money for the non-profit organizations that are near and dear to their hearts.



So far, over 4300 employees have a payroll deduction set up for this year's SECC campaign! If you haven't already, you can make a difference in your community by [setting up your own payroll deduction](#). Whether you want to help end hunger, support children's literacy, protect the environment or support another cause close to your heart, your donation makes a difference.

If every State of Indiana employee gave just \$2 per paycheck, we could raise over \$1.9 million!

If you want to donate but aren't sure which charity you want to support, check out the [list of charities](#) that attended this year's charity fair. Help us reach our \$1.5 million goal today.

Upcoming SECC Events

Tug-of-War

Oct. 9 at 11:30 a.m. outside the Washington St. Parking Garage

Silent Auction

- In-person viewing: Oct. 15 from 10 a.m. - 1 p.m | IGCS Conference Room B
- Virtual bidding: Oct. 15 at 10 a.m. - Oct. 17 at 3 p.m.

Pickleball

Oct. 22 - Oct. 24 at noon each day on the Washington St. Parking Garage

Lip Sync Battle | [Register now](#)

- In-person viewing: Oct. 29 at 11 a.m. | IGCS Auditorium.
- Virtual viewing and voting open through Nov. 1 at noon

Virtual Trivia | [Register now](#)

Nov. 7 at noon via Teams

In this issue

- 3 Ghoulish good times at Culbertson Mansion Historic Site
- 4 Hoosier Lottery celebrating 35 years of championing Hoosier dreams
- 5 Alexandra Conley completes goal to run a race in all 92 Indiana counties
- 6 Sister, act! Pence checks one more off 'bucket list' with Sound of Music performances
- 9 Flu season is starting!
- 10 Harvest season is here; Department of Agriculture shares tips to stay safe around farm equipment on roads
- 11 State employees and political activity
- 13 American Archives Month is this October!
- 14 October is Cybersecurity Awareness Month
- 15 Indiana Professional Licensing Agency teams with the Drug Enforcement Administration and local partners for National Prescription Drug Take Back Day
- 16 October doesn't have to be spooky and neither does saving for retirement



The Torch is published monthly by the Indiana State Personnel Department and is available online at on.in.gov/TheTorch.

Got a story?

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

X



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Frightening safety codes

Haunted house safety is not for the faint of heart

On a bright, hot day in August, IDHS code official Joshua Phillips felt a chill run up his spine as he entered an abandoned factory in Wabash. He was there to conduct an inspection of a haunted house appropriately titled, The Nightmare Factory. Despite the lights remaining on and the animatronics being turned off, walking through the haunted house still had an air of spookiness.

“I’m not a big fan of things jumping out at me,” admitted Phillips. “But as Halloween gets closer, I may consider having them turn on the animatronics.”

The silent corridors were in stark contrast to what thrill-seekers will experience each weekend in September and October, the peak of haunted house season.

Frights were not the goal of Phillips’ visit this summer day; he met with local building officials and the fire department to go through the brand new haunt to make sure anything scary was manufactured and not real. Phillips inspects haunted

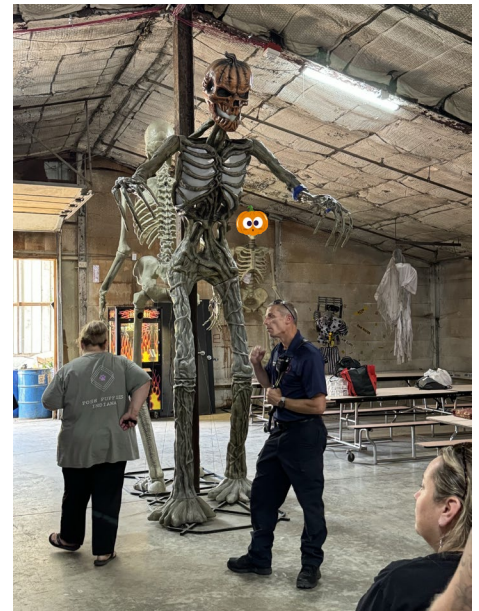
houses to ensure proper safety protocols are met. He looks for exits out of the maze every 50 feet, that all surfaces are covered with fire-retardant spray and more.

This is the first year for The Nightmare Factory, and its management team has been working closely with IDHS to make sure it is safe to open for all visitors. While entertainment is the haunted house’s goal, safety is what IDHS is after. IDHS inspects more than 100 haunted houses each year to ensure they stick to state fire and building code.

“It’s a haunted house, but I don’t want anyone to get hurt. We want them to come, have a good time and have memories, not injuries,” said co-owner Ashlee Ryman.

Read the rest of the story about the Nightmare Factory and learn more about what IDHS does to keep people safe during the haunting season in the [IDHS Hoosier Responder magazine!](#)

Article submitted by the Indiana Department of Homeland Security



Ghoulish good times at Culbertson Mansion State Historic Site

Autumn is creeping back to New Albany, and that means one thing — it's spooky season at [Culbertson Mansion State Historic Site](#)!

In true Halloween spirit, the historic mansion has lots of thrills and chills in store for scare-seekers and eerie enthusiasts alike.

The ghoulish good times begin with [Literally, A Haunted House](#), happening from 7-11 p.m. on Fridays and Saturdays through Oct. 26.

A regional favorite in southern Indiana since 1985, this long-running haunted house is perfect for those looking for a truly terrifying Halloween experience. Inside the mansion's legendary carriage house, screams lurk around every corner.

This experience is regularly ranked among the best haunted houses in Kentuckiana, but visitors beware — it is not for the faint of heart.

Tickets are \$18 per person and can be reserved at the door. Literally, A Haunted House is sponsored by the Friends of Culbertson Mansion.



Another favorite among visitors to the Culbertson Mansion, this year's Haunts and Happenings program has been expanded to three nights. From 6-7:30 p.m. on Oct. 3, 17 and 24, guests of all ages can gather around for the chilling tales of Culbertson Mansion's ghostly lore and unexplained events.

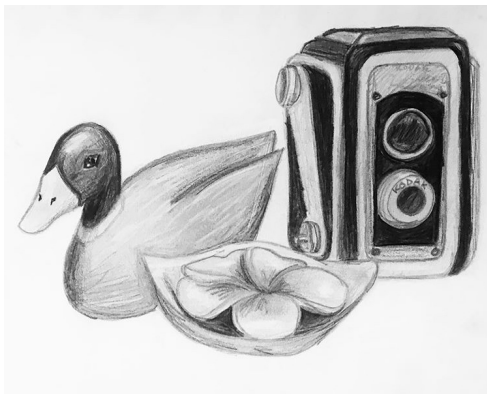
Tickets are \$20 per person, and Indiana State Museum and Historic Sites members will receive a 25% discount. This hair-raising

program sells quickly, so visitors are encouraged to [reserve their tickets early online](#).

Spooky season events continue at nearly all the Indiana State Museum and Historic Sites locations across the state. Guests can [visit the museum system's website](#) for more information on all the spooky season events at the Culbertson Mansion and beyond.

Article submitted by the Indiana State Museum and Historic Sites

Artwork by Faith Wheat (Indiana Department of Transportation)



Hoosier Lottery celebrating 35 years of championing Hoosier dreams

Since 1989, Hoosiers have been playing the lottery, winning big and giving back to good causes. This month, the Hoosier Lottery is celebrating the 35th anniversary of its first ticket sale, which occurred on October 13, 1989.

Established through state law following a referendum in 1988, the Hoosier Lottery has changed with the times to continue providing players with exciting opportunities to win cash and other prizes, all while keeping play positive.

The Hoosier Lottery champions Hoosier Dreams by awarding cash and other fun and exciting prizes through the sale of Scratch-off tickets, Draw games, and Fast-play games. Since 1989, players have won over \$18 billion on Hoosier Lottery products. These prizes range from \$1 to a \$540 million winning ticket sold in 2016. **In fact, the Hoosier Lottery has sold more winning Powerball® jackpot tickets than any other state in the nation.**



Lottery retailers also receive a commission on each ticket sold and cashed, along with the opportunity to receive additional bonus commissions if they sell a jackpot-winning ticket. Since the Hoosier Lottery began, retailers have earned over \$2 billion in commissions.

You may also remember the Saturday night game show Hoosier Millionaire, which aired for 16 years and made 191 new millionaires. Old episodes of the show can be found on the Hoosier Lottery's YouTube channel.

But where does the rest of the money go? After paying its players and retailers, as well as other operating costs, proceeds from the Hoosier Lottery help support the Teachers' Retirement Fund and Local Police and Firefighters' pensions. Funds also go to the Lottery Surplus Fund, used in part to offset the motor vehicle excise tax on vehicles registered in Indiana. Since 1989, more than \$7.4 billion has gone to good causes, all to build a Stronger, Safer, Smarter Indiana.

The Hoosier Lottery aims to promote responsible gaming by encouraging its players to keep play positive by setting a limit, knowing your game and keeping it fun.

Throughout this upcoming year, the Hoosier Lottery will be celebrating with special promotions and other exciting opportunities to win. To learn more about the Hoosier Lottery, visit HoosierLottery.com.

Article submitted by the Hoosier Lottery

Hoosier Lottery logos throughout the years



Alexandra Conley completes goal to run a race in all 92 Indiana counties

In October of 2021, Indiana Department of Correction employee Alexandra Conley set out on a mission to run a race in all 92 counties—you may remember her story from the [2023 September Torch](#). Her goal started with Gourdy's Pumpkin Race in Indianapolis, where she had to race while carrying a pumpkin. The unique premise for the race made her dream big and plan to race in every county in Indiana (she also wants to eventually run a race in all 50 states). "I've run to the top of bank towers, on military compounds, wineries, you name it. For me, I just get out there and do it," Conley said about her experience.

And as of September 2024, she's completed her Indiana county goal!

"Daviness County was my last one...I couldn't find a race, so I decided to create my own! Friends and family joined me in Washington, IN, and we completed my last county 5K in one of the town's beautiful parks!"

In addition to running these races, she's also been raising money for local charities along the way. Next on her list are the New York City Marathon in November 2024 and the Tokyo Marathon in March of 2025. She's also completed a race in 10 out of 50 states—keep up the great work, Alexandra!



Alex's last county run in Washington, Indiana last month.



The Fix 'Em 5K in Clark County with a four-legged friend



Running on the famous Forrest Gump Highway



WHAT'S IN

IT'S ALWAYS FESTIVAL SEASON IN INDIANA

We love to celebrate everything about Indiana: our food, heritage, music, and more. There is so much fun to be had and so many places to enjoy. No matter what you're interested in, there is an event for you.

[FIND YOUR FAVORITE EVENT IN INDIANA](#)



Sister, act! Pence checks one more off ‘bucket list’ with Sound of Music performances

Indiana Department of Health employee Shawn Pence’s “bucket list” is more than 200 items long and this past summer, she was able to cross off one of her more unique goals—to be a part of a production of her favorite musical.

For Pence and her family, Rodgers and Hammerstein’s *The Sound of Music*, particularly the 1965 film version starring Julie Andrews and Christopher Plummer, is one of their favorites.

“*The Sound of Music*, it goes back to my childhood, and I’ve shared the *Sound of Music* with my daughter and my son,” the Office of Performance Excellence (OPE) Public Health Systems Quality Program Director said. To be part of the musical felt like a big reach for Pence, who last was in a theatrical play in 1990 (*Hedda Gabler*), during her undergraduate degree. She’d dabbled in the arts in college as a music major, but followed a path to her more academic love – science.

So, the stage took a backseat as she raised a family and forged a public health career that took her from infectious disease epidemiology to her current role in OPE. But making a return to theatre remained near the top of her “bucket list” (no. 9 on the expansive outline) throughout those years until she was finally able to check it off over the summer.

Pence auditioned without high hopes of earning a part, but sometime later, while on a motorcycle trip to Tennessee, she received the phone call she’d been waiting on for so long: she was in the cast!

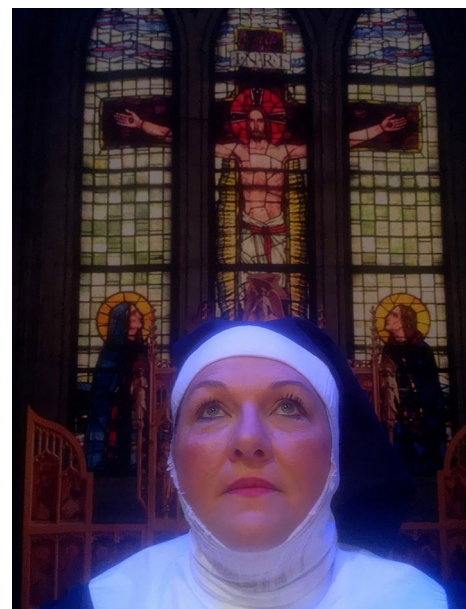


Shawn Pence (center) performed two different roles during six productions of *The Sound of Music* this summer. Returning to the state was a longtime dream for the Indiana Department of Health employee.

A short time later, Pence was wearing a nun’s habit, transporting audiences to late 1930s Austria, part of a talented group of singers and actors with the Hendricks Civic Theatre who sold out all six shows in the new 600-seat Hendricks Live Theatre in Plainfield.

The experience was everything Pence hoped it would be. “It was even better than I had remembered in high school,” she said. Being a part of the production remains special for Pence as she continues her bucket list pursuit that, if boiled down to a single item, amounts to living life to the fullest.

Pence’s dearest audience will always be her family, friends, colleagues, and the people she serves via her public health work. Congratulations to her for accomplishing this task on her bucket list!



Shawn Pence portrayed a singing nun who appeared in multiple scenes during a Greenwood theatre company’s production of *The Sound of Music* in July and August.

Article by the Indiana Department of Health

Cake Boss: ‘Nailed It or Failed It’ leadership training program was a real treat

Public Health Systems Quality Program Director Shawn Pence designed a “Nailed It or Failed It” cake competition for a recent Indiana Department of Health Leadership training series. During the team-building activity, participants replicated a no-bake cake and the task emphasized collaboration, innovation and creativity—important things to have when IDOH staff work to accomplish their projects. The memorable task was a great way to build even stronger team bonds.



The entire cast of participants, coaches, and judges during the recent “Nailed It or Failed It” team-building event is pictured here.

MLK Days of Service

Last month’s MLK Days of Service event drew a record number of volunteers for its beautification projects in downtown Indianapolis.

The Indiana Civil Rights Commission (ICRC), the MLK Holiday Commission and the Indiana Black Expo, Inc. hosted the service days on Tuesday, Sept. 17 and Wednesday, Sept. 18 along Dr. Martin Luther King Street and Watkins Park in the near Northwest Landing Neighborhood. ICRC collaborated with members

of the community, the Northwest Landing Association, and the City of Indianapolis to identify a variety of beautification projects in order to improve the neighborhood’s quality of life.

Over the two days, 211 volunteers completed park beautification, litter removal, weed and invasive plant removal, flower planting, painting (picnic tables and benches at Watkins park, painting of planter boxes and posts at Charlie Wiggins Park), and various art projects at

Watkins Park, Charlie Wiggins Park, and the Aspire House.

If you weren’t able to participate this year, be sure to keep an eye out for the event next year!





New graduates complete IDOH's Leadership at All Levels

Nearly a dozen state agencies were represented during the most recent Leadership at All Levels course, which capped off another successful session with a graduation ceremony Sept. 4.



Artwork by Amelia, submitted by Ernani Magalhaes (Office of Administrative Law Proceedings)



PeopleSoft life event functionality paused during Open Enrollment

Please note that the PeopleSoft functionality allowing you to initiate changes to your health and life plan coverage based on qualifying events such as birth, adoption, marriage, or divorce through Employee Self Service (ESS) will not be available to employees during the Open Enrollment season between **Oct. 25, 2024 – Nov 25, 2024**. Employees will need to contact the INSPD Benefits Hotline by phone Monday – Friday 7:30 a.m. to 5 p.m. ET at (317) 232-1167 or 1-877-248-0007 (toll-free) or SPDBenefits@spd.in.gov to update life events during that time.

SuccessFactors Updates

The SuccessFactors Learning page has received a new update, with new features such as now having the ability to block out your calendar for training, bookmarking courses for later, and enhancements made to how you can more effectively search for learning opportunities! Please take the time to visit our brief video and guide to learn more about these changes - [SuccessFactors: New Learning Home Page](#).

The new Learning page will be available mid-November.

Flu season is starting!

The influenza virus changes every year so it's important to protect yourself by getting your flu vaccine. The CDC recommends getting it in September or October so now is the perfect time. The CDC also recommends the updated COVID-19 booster for everyone 6 months of age and older.

To make it easy to get your flu shot, there will be several [vaccine clinics](#) at many state facilities. The COVID-19 booster may be available as supply allows. Clinics located at Indiana Government Center-South and Department of Health clinics may also have vaccines such as Hep A, Hep B, HPV, MMR, Meningitis, Pneumonia, Chickenpox and Shingles. The on-site vaccination clinics are available to state employees and dependents, 5 years of age and older, covered by state employee insurance. Contractors working for the state can also be vaccinated at these clinics if they use their own insurance. Employees using a state insurance plan will have no cost for the vaccines. While most insurance plans cover vaccines, individuals utilizing non-state insurance plans are encouraged to check coverage with their insurer



in advance. **Be sure to bring your employee badge and insurance ID card.**

As part of the wellness rewards program, eligible employees can earn \$25 per vaccine, up to \$100. To earn the wellness reward incentive, you must provide insurance information when registering and must be billed through insurance. Full details can be found in the [ActiveHealth Rewards Center: myactivehealth.com/stateofindiana](#).

And don't forget, all gift cards must be earned and redeemed by December 31, 2024. While walk-ins may be accepted, they are not guaranteed so it's best to register online ahead of time with the enrollment code: IN97832



[Find a vaccine clinic](#)

Over 200 teams take part in the September Team Challenge

By the conclusion of the Team Challenge in September, over 700 participants and over 200 teams participated! In total, the teams logged over 66 million steps and over 167,000 exercise minutes—great work! Many agencies got teammates together for lunchtime or after-work walking groups, and even more individuals got outside for runs, walks and hikes during the challenge.

If you registered for and recorded steps for the September Wellness Challenge and you're currently enrolled in a State Personnel Department sponsored medical plan, you earned \$10 in rewards for participating. Don't lose your momentum—keep logging those steps and physical activity minutes and earn up to \$180 this year in rewards.

Choose the

Right Coverage

for You

2025 Open Enrollment Oct. 30 – Nov. 20 by noon (ET)

More information about Open Enrollment 2025 will be shared over the next few weeks. Subscribe to all INSPD's communication channels to stay informed.

Web: [Open Enrollment](#) • [Invest In Your Health](#)

Publications: [The Torch](#) • [Around the Circle](#) | **Text:** [Benefits alerts](#)

Harvest season is here; Department of Agriculture shares tips to stay safe around farm equipment on roads

Harvest season is officially underway for Indiana's 94,000 farmers, which means more slow-moving farm equipment will be on Indiana's rural roads and highways. To keep Hoosiers safe this year, state agencies are asking motorists to be alert and patient, as they share the road with farm equipment.

"The fall is an exciting time for all Hoosiers as the temperatures cool and the leaves turn colors. And Hoosier farmers share that excitement as they prepare to begin harvest," said Lieutenant Governor Suzanne Crouch, Indiana's Secretary of Agriculture and Rural Development. "While traveling rural roads and highways this fall, remember to watch for large farm equipment moving between fields as they work to harvest the crops, and be sure to know the proper steps to safely navigate around."

In 2022 four vehicles were involved in crashes with farm equipment in Indiana which resulted in one death, according to the National Highway Traffic Safety Administration.

"Moving farm equipment can be one of the most dangerous parts of a farmer's job," said Don Lamb, director of the Indiana State Department of Agriculture. "When motorists know how to safely navigate around farm equipment, our roads are safer. By working together, farmers and everyday Hoosiers can ensure they arrive safely to their destination."

Farm equipment during harvest season could include tractors, combines, grain carts, grain wagons and large trucks hauling agricultural products. These vehicles are wide, sometimes taking up most of the road, and often travel at speeds no greater than 25 mph.

The following list includes several safety tips for motorists approaching large farm equipment:

- Farmers will pull over when they are able to let motorists pass, but it may take time for them to get to a safe place to do so.
- Be alert. Farm equipment is wide, sometimes taking up most of the road.

- Be careful when passing. Do not pass in a designated "No Passing Zone" or within 100 feet of any intersection, railroad grade crossing, bridge, elevation structure or tunnel.
- Do not try to pass a slow-moving vehicle on the left without ensuring that the vehicle is not planning a left turn. It may appear that the driver is pulling over for you to pass when it is actually preparing to turn. You will drive right into its path, endangering yourself and the farmer.
- Avoid tailgating, as some farm equipment might have to make sudden stops along the road.
- Allow plenty of time to get to a destination, be aware of alternate routes and avoid distractions.

"When you see farmers out working and moving from field to field, please be patient as they work to harvest their crops which are needed to help feed our communities and the world," said Doug Carter, Indiana State Police Superintendent. "Let's all work together to help ensure everyone's safety on our roadways."



[Read the full press release from ISDA here >](#)

Why should you hire an intern early on?

Hiring interns is a great way to build a talent pipeline, bring in fresh perspectives and get the most out of your agency's budget while providing on-the-job experience! Many interns begin attending their universities' career fairs in the fall each academic year, so it's important to plan for intern recruitment in advance. These are some key reasons why early recruitment can benefit your agency and help you make the most of the internship experience:

- **Access to top talent:** Because many interns start looking for summer internships early in the academic year, you can attract the best candidates before they commit to other opportunities by starting your recruitment in the fall.

- **Extended onboarding period:** Earlier recruiting and hiring allows for more time for onboarding, which ensures interns are well-prepared for their first day and alleviates last-minute administrative hiccups.
- **Enhanced planning:** Early recruitment allows for better planning around projects for the summer and allocation of resources and ensures a smoother day-to-day workflow during the summer.
- **Flexibility:** If a position remains unfilled, you have ample time to adjust your strategy before the Governor's Summer Internship program begins!

If you'd like to learn more about the benefits of the Governor's Summer Internship program, please take a



look at the [internship website](#)! If you have questions about how to plan for a Governor's Summer Intern or the process for recruiting, please reach out to your embedded HR staff for assistance.

State employees and political activity

As the fall election draw near, all state employees should familiarize themselves with Indiana Code 42 IAC 1-5-4 Political Activity, which outlines acceptable and prohibited political activities for state employees. Understanding these rules will help you stay compliant and avoid any inadvertent violations. State employees are free to engage in political discussions, volunteer, or campaign for candidates on their personal time, outside of work hours, and without using state resources.

If you wish to support a political cause or candidate, do so using your personal resources. This includes your personal email, phone, and social media accounts. As a state employee, you must ensure that your political activities do not

interfere with your professional duties or the perception of your role as a state employee. Maintain a clear separation between your personal political activities and your professional responsibilities. State employees should refrain from using their official position to endorse or oppose political candidates. Your role as a state employee should remain neutral in the public eye. Likewise, state employees are prohibited from soliciting political contributions from other state employees, including, direct or indirect solicitation in the workplace.

By adhering to these guidelines, you ensure that you are not only complying with the law but also upholding the integrity and professionalism expected of

state employees. If you have any questions or need clarification on specific situations, don't hesitate to contact your ethics officer or the Indiana State Ethics Commission. Still unsure? Request an Informal Advisory Opinion from the State Ethics Commission by clicking on the following link: [IG: Informal Advisory Opinions](#)



Genealogy Fair returns to Indiana State Library this month



The popular Genealogy and Local History Fair will return to the Indiana State Library on Saturday, Oct. 26, from 10:30 a.m.-3:30 p.m.

This year's theme is "At the Crossroads of America: Westward Migration and Family History," and will examine where the ancestors of many Americans went after they arrived in the United States, and how they got there. The fair will feature a full day of genealogy presentations and exhibitors.

Eleanor Brinsko will present "Westward Ho: Migrations Methods of the United States" and Annette Burke Lyttle will present "How Advertising Brought Our Ancestors to the Midwest"

There will also be a session on "The National Road: America's First Federal Highway." Read more about the speakers and sessions on the [State Library website](#).

Indiana MPH encourages state employees to complete Data Proficiency Training

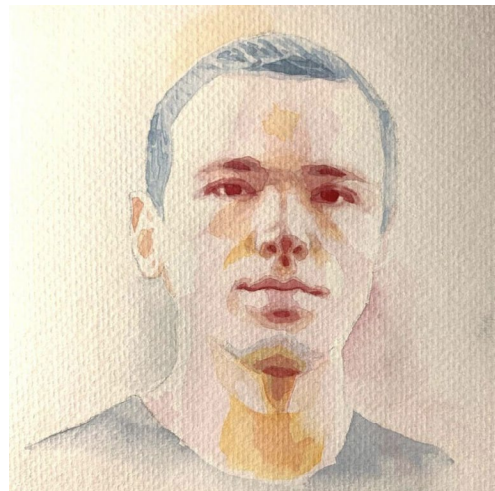
The Indiana Management Performance Hub (MPH) is helping state employees understand their role in data and to skill up by completing a free training series hosted on IN.gov and accessible to



all employees at work. MPH created the statewide Data Proficiency Program that engages employees at all knowledge levels and shows how data impacts all our jobs every day.

With the ever-increasing importance on data-driven decision making for state agencies to serve Hoosiers, it is important to create a culture of data proficiency across the state. The collection, organization and analysis of data is a part of all state employees' daily activities. From entering customer information to monitoring weather conditions to managing budgets, **data** drives operations for all agencies.

Employees are tasked to complete a collection of lessons and can earn badges by taking the quiz at the end of each series. The quizzes are hosted on Microsoft Forms and are accessible through each individual's state employee account. There are a total of three badges (Green, Blue and Gold) that may be earned. Once you pass the test, MPH will send completed badges to your state email! Get started today on the Data Proficiency Program Home on the MPH website: in.gov/mph/data-proficiency-program/.



Artwork by Kaedon Wagoner (Bureau of Motor Vehicles)

American Archives Month is this October!

Autumn is a time when the harvest is complete, the work is done, and we often gather with friends and family to reflect about the past year. It is appropriate that American Archives Month is designated in autumn as a way for us to think about the past years and all the work that we accomplished for the State of Indiana and Hoosiers alike. With Governor Holcomb's tenure coming to a close, October is also an excellent time for you and the leadership of your agency to reflect about your accomplishments during his administration (including serving Hoosiers throughout a worldwide pandemic) and transfer electronic and paper records of historical importance to the State Archives as a permanent legacy of those achievements! Your agency records coordinator can contact rmd@iara.in.gov to begin transfer requests.

October is also about celebrating archives in general. Take the opportunity to learn more about the Indiana State Archives and Indiana's county, college and university archives during October by learning and engaging with the events below or by visiting an archive near you.

IARA's Archives Month website has the latest information about agency events to promote [Indiana Archives Month](https://www.in.gov/indiana-archives-month).

Special Saturday hours and a conservation workshop!

The Indiana State Archives' Reading Room (6440 E. 30th St) will be open Saturday, October 12 from 9 a.m. to 4 p.m. Take advantage of these rare weekend hours! Please register by sending an email to arc@iara.in.gov so that we can pull records ahead of

time. For more information about our holdings, visit our [website](https://www.in.gov/indiana-archives-month).

Also on Saturday, October 12, join our conservator for a hands-on conservation workshop. Attendees will learn basic paper mending techniques. The workshop runs from 9:30 to 11:30 a.m. and is followed by an optional tour of the State Archives. Space is limited: register by sending an email to Elizabeth Hague at ehague@iara.in.gov.

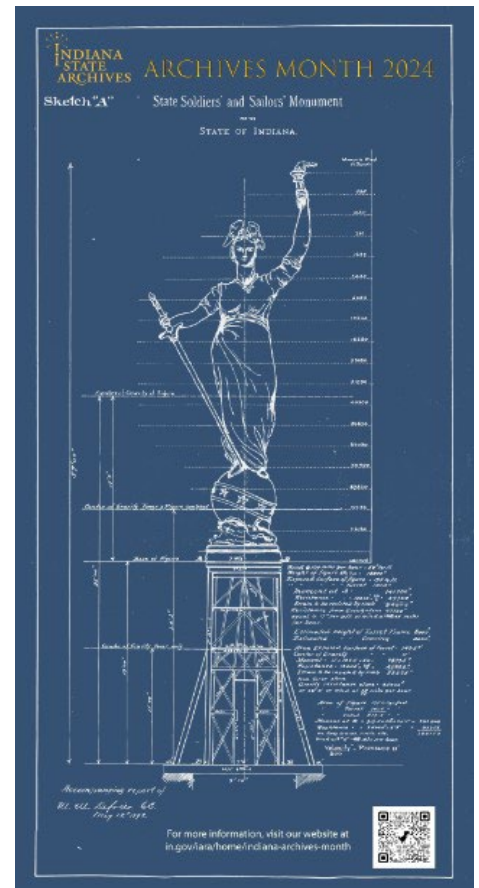
If you live in Hamilton County, IARA staff will be present at the Family History Conference at Crossroads Discovery Center, Hamilton East Public Library in Noblesville on October 12. Visit our table and learn more about the Archives holdings, or register at [Family History Day - Hamilton East Public Library](https://www.in.gov/family-history-conference).

"Ask an Archivist" Day is a national event, where archivists take to X to answer questions you may have about archives and collections. Ask us anything about collections and preservation, and we'll do our best to provide you with the best resources and solutions. Join us on X at [@IndianaArchives](https://twitter.com/IndianaArchives) on Wednesday, October 16.

Become a Citizen Archivist!

The Indiana State Archives has online transcription projects to increase access to important sources of Hoosier history. To date our virtual volunteers have transcribed over 200,000 pages of records, ranging from Civil War enrollment lists to 19th century land records. Head over to [FromThePage](https://www.in.gov/fromthepage) to check out our available projects and become a virtual volunteer today!

Pick Up and Display a Lady Victory Architectural Poster!



Our Archives Month poster reproduces a very popular record from our collection, that being the architectural drawing of Lady Victory from the Soldiers and Sailors Monument. You can get a copy of the free poster (while supplies last) at the October 12 events at the State Archives and Hamilton East Public Library, or the Local History and Genealogy Fair at the State Library on October 26.

Article submitted by the Indiana Archives and Records Administration

October is Cybersecurity Awareness Month

To celebrate, the Indiana Office of Technology (IOT) has created five engaging themes with new resources premiering each week on cybersecurity awareness topics in SuccessFactors Learning.

In IOT's new 2024 [Cybersecurity Awareness Month Toolkit](#), you will find fun and informative videos, and interactive games ready for self-assignment in SuccessFactors Learning. Engaging and entertaining resources to share with your loved ones at home are also included.

SuccessFactors learning

Week 1: Oct. 1-4, 2024 | Staying Secure in the Office

This theme will focus on keeping the workforce safe by reviewing cybersecurity practices in the office. See our fun and lighthearted new 7-episode series "Cybersafe in the Office" and the new 'Inside Man' Game!

Week 2: Oct. 7-11, 2024 | Using Humor in Cybersecurity Awareness

You don't usually think of humor and cybersecurity, but there are plenty of resources to engage employees, family and friends to amuse and teach. Don't miss the entertaining 7-episode series premiere by CSEN "Cyber Security Entertainment Network Program" utilizing Emmy Award-winning writing from Saturday Night Live, with recognizable SNL on-air talent and the Danger Zone 2024 Game.

Week 3: Oct. 14-18, 2024 | Keeping Our Families Safe Online

This theme focuses on educating our families and friends who have vulnerable populations close to them - parents/grandparents and children. Don't miss the KnowBe4 Kids Activities and Games section, The Phish or Treat Game release, and the resources videos to watch with your parents and grandparents.

Week 4: Oct. 21-25, 2024 | New Weekly Idea: Mobile Device, Travel Security and Remote Work

Mobile devices are with us all the time and are just as susceptible to attack as a computer. Here, we'll look at how we can educate ourselves, our employees, and our families to stay safe using Mobile Devices, Traveling Security and Remote Work. Check out three new KnowBe4 modules discussing Mobile Work and Mobile Device Security, and the Double Trouble Trivia Awareness Game.

Week 5: Oct. 28-31, 2024 | AI and Deepfakes Awareness

Artificial Intelligence is here and can be used to make humorous videos or pictures and [help with search](#), but cybercriminals can also use it. This week focuses on educating about the growing risk of AI and deep fakes. See our AI and Deepfake Awareness Program video in SuccessFactors and Hack Attack Game this week.

Find IOT's Statewide Training Resources webpage here: in.gov/iot/statewide-training-resources/. If you have any questions, please email IOT at Awareness@iot.IN.gov.

Article submitted by the Indiana Office of Technology



Indiana Office of Technology

Powering a State that Works

17th Annual Legal & Ethics Conference

Hosted by the Indiana Office of Inspector General

November 19 | 1 – 4:30 p.m.
IGCS Auditorium

Please join us for this year's conference which is geared toward State of Indiana ethics officers and attorneys. The conference agenda and speaker biographies are posted on our website at [IG: Legal & Ethics Conference](#).

Seating is limited, so [register today!](#)

Approved for 3 Ethics CLE credits

Indiana Professional Licensing Agency teams with the Drug Enforcement Administration and local partners for National Prescription Drug Take Back Day

On Saturday, October 26, 2024, from 10 a.m. to 2 p.m., Hoosiers will have another opportunity to drop off unneeded and expired medications during the Drug Enforcement Administration's (DEA) next National Prescription Drug Take Back Day. The Indiana Professional Licensing Agency (IPLA) and the Indiana Board of Pharmacy are proud to partner with the DEA in this effort and will sponsor seven collection site locations across the state of Indiana. IPLA staff, along with local law enforcement partners, will be present at each of these sponsored collection site locations to help collect tablets, capsules, patches and other solid forms of prescription drugs. Collection sites will not accept syringes, sharps and/or illicit drugs. Liquid products, such as cough syrup, should remain sealed in their original container. The cap must be tightly sealed to prevent leakage.

For more than a decade, the DEA's National Prescription Drug Take Back Day has provided Americans

with a free, safe and convenient opportunity to clean out their medicine cabinets of unneeded medications and take an active part in preventing potential drug abuse and misuse in their communities. The Take Back Day also helps ensure that medications will be disposed of in the safest and most responsible way, as alternative methods of disposal, such as throwing away or flushing, pose potential health and environmental hazards. Since its inception, the Take Back Day has removed 9,285 tons of medication from circulation.

Below are the designated collection site locations which will be sponsored by the IPLA and the Indiana Board of Pharmacy, along with local law enforcement partners. The DEA and its local partners also sponsor close to 5,000 local collection site locations nationwide. For more information and to find a convenient collection site location near you, please visit dea.gov/takebackday.

COLLECTION SITE LOCATIONS SPONSORED BY THE IPLA:

North Vernon Fire Department (Special Time: 9 a.m. - 1 p.m.)
2000 North Madison Avenue
North Vernon, Indiana 47265

Community Hospital South
1402 E County Line Road
Indianapolis, IN 46227
Law Enforcement Partner:
Community Hospital Police

Tell City Fire Department
702 12th Street
Tell City IN 47586
Law Enforcement Partner: Tell City
Police Dept.

Community Hospital Anderson
1515 N. Madison Avenue
Anderson, IN 46011
Law Enforcement Partner:
Community Hospital Anderson Police

Methodist Hospitals - Southlake Campus
8701 Broadway
Merrillville, IN 46410
Law Enforcement Partner: Lake
County Sheriff Dept.

Community Cancer Center North
7979 N Shadeland Avenue
Indianapolis, IN 46250
Law Enforcement Partner:
Community Hospital Police

Parkview Whitley Hospital
1260 East SR 205
Columbia City, IN 46725
Law Enforcement Partner: Parkview
Police & Whitley County Sheriff Dept.



[More information and collection site locations >](#)

Article submitted by the Indiana Professional Licensing Agency

October doesn't have to be spooky and neither does saving for retirement

This October, join the Indiana Public Retirement System & Hoosier START to learn what to do today to plan for your dream retirement tomorrow.

OWN YOUR RETIREMENT



*October doesn't have to be spooky...
neither should saving for retirement.*

NATIONAL RETIREMENT SECURITY MONTH 2024



October is National Retirement Security Month and the Indiana Public Retirement System (INPRS) and Hoosier START are here to help take the fright out of the year's spookiest month.

Each Wednesday in October, join the experts from INPRS and Hoosier START for a session that speaks to the realities you might experience during some of the most financially challenging seasons of life: Juggling care-giving, starting a new career, navigating relationships + money, caring for aging parents, and shifting toward retirement.

Together, we'll break down how you can leverage your State-provided retirement savings opportunities to support your financial future and your long-term stability. Reserve your lunch hour each Wednesday in October and learn what to do today to plan for your retirement tomorrow.

Oct. 9 | IGCS & Virtual

Navigating Life Events - When life happens, flex and adjust with confidence.

Sessions will begin at 11:30 a.m. (EST) each Wednesday and will feature a 40-minute collaborative presentation from INPRS and Hoosier START. Approximately 20 minutes will be reserved for questions, which can be submitted online during the virtual presentation or in person.

Oct. 16 | IGCS & Virtual

The Caregiver Generation - Unpack the balancing act required for your time and money.

Can't attend the sessions? For our in-person events, INPRS and Hoosier START will be available from 11 a.m. to 1 p.m., so please stop by with your questions.

Oct. 23 | Virtual Only

Maximize Your Peak Earning Years - Make the math work for you now and in retirement.

Whether you're balancing caregiving, growing your career, or just getting started, there's a session for you. By the end of the month, you'll be inspired by your retirement future.

Oct. 30 | INPRS & Virtual

Planning Your Exit Strategy - Take your earned benefits with you as you step into a new chapter.

[Register today](#) for virtual or in-person attendance and Own Your Retirement.

[Register for the session or sessions](#) that speak to the season of life you're in.

[Register now >](#)

Are you taking advantage of the state's LinkedIn Learning subscription?

We are excited to announce that our State of Indiana LinkedIn Learning subscription has been renewed! Engaged users spend about three hours per week viewing LinkedIn Learning content. The state currently boasts an 89% activation rate. If you are not already utilizing this fantastic resource, you should be! All full-time employees should take advantage of the available content to enhance your skills and your career! This subscription gives you access to a wide range of professional courses as well as certifications in project management, human resources, Microsoft and more. Whether you're looking to gain new technical skills or earn a professional credential, there's something for everyone. To activate a new account, follow this [login guide](#). If you are experiencing issues with your current account, please submit an IOT ticket and request that it be assigned the SPD L&D queue. Start learning today and invest in your future!



Trending courses

- [Leadership Foundations](#)
- [Talking to Customers](#)
- [Overcoming Obstacles to Leading with Confidence](#)
- [Teamwork Foundations](#)

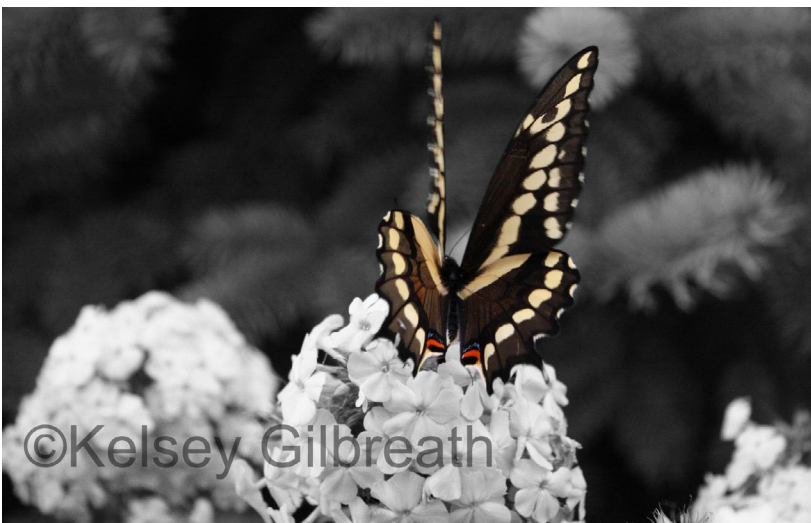
Pre-Retirement Planning Seminar recordings

If you are serious about retiring from state government but could not attend the recent Pre-Retirement Planning Seminar, sponsored by the Indiana State Personnel Department (INSPD), please find the recordings below.

This day-long workshop was designed to assist state employees with advance retirement planning by providing information useful in making informed decisions. If you plan to retire in the next year, we recommend you watch the recording of this seminar to help plan ahead for various aspects of your retirement.

[Watch the recording >](#)

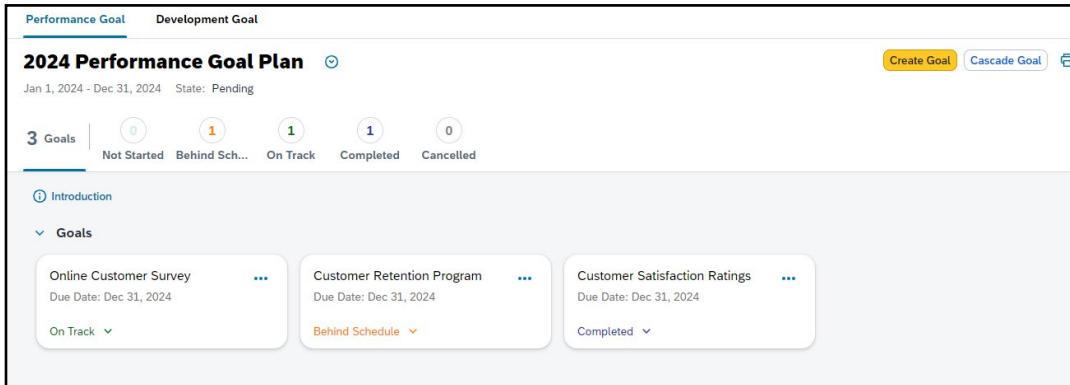
Please know that you may not watch the recording of this seminar on state time. To access the YouTube recording, please watch on a personal device.



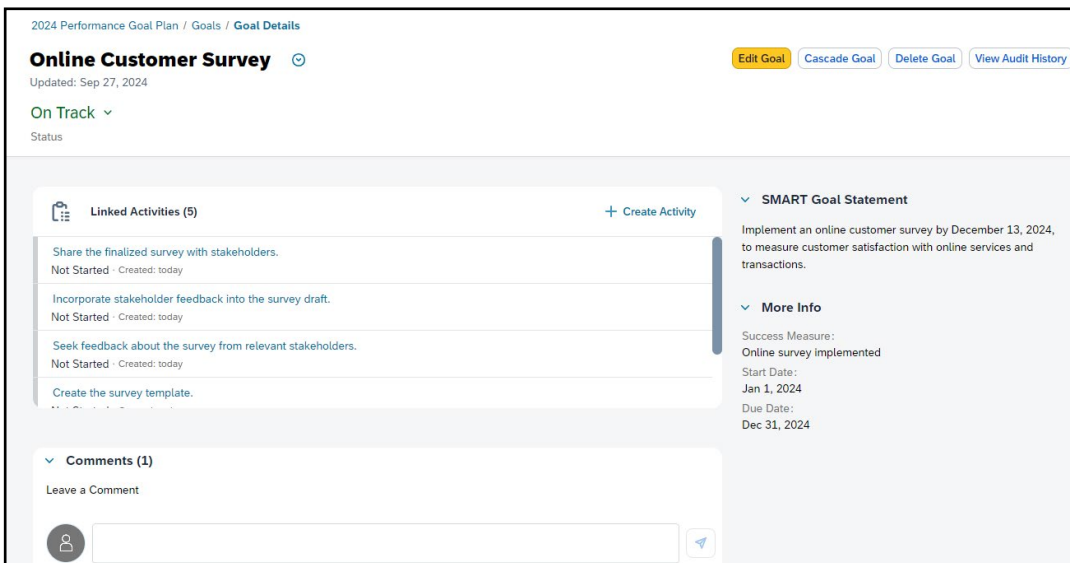
Artwork by Kelsey Gilbreath (Indiana Housing and Community Development Authority)

A new way to manage your performance achievements and development journey is coming!

Stay tuned for more details and resources and join us in January for a demonstration of the enhanced goal experience. Here's a sneak peek of what's coming:



You can manage your Performance and Development goals with the new Goal Dashboard.



By expanding the Goal Details, you create a plan for success and track your progress!

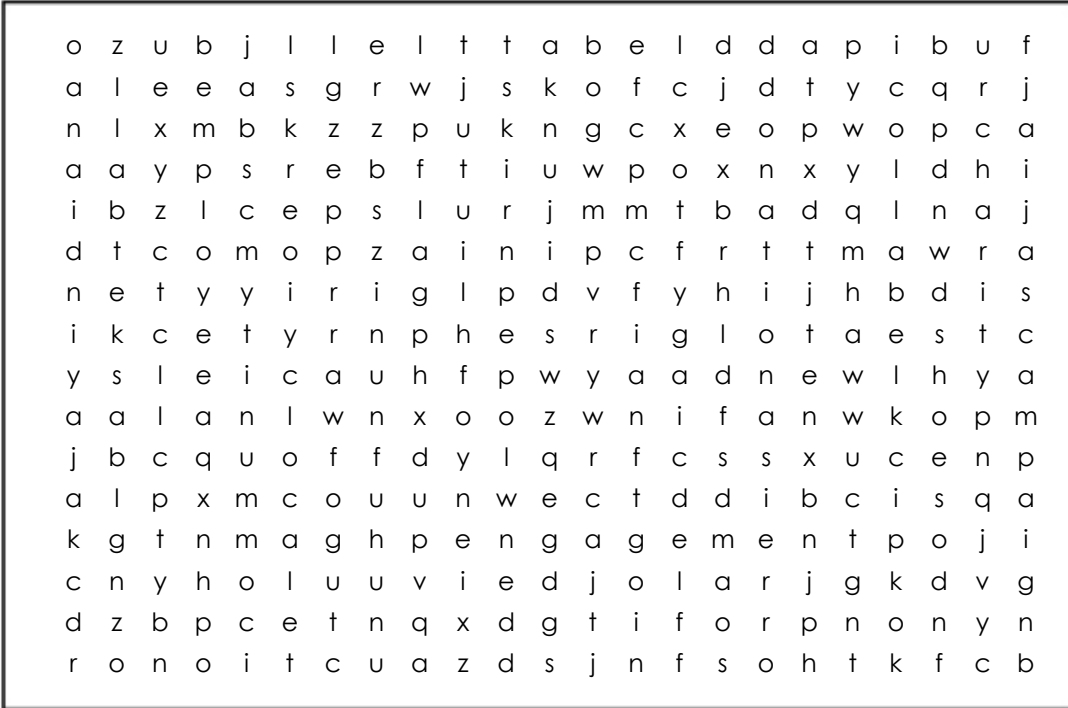
The new module will allow you to manage Performance and Development goals in the same place. What's the difference between Performance and Development goals?

Performance goals represent the outcome or output of work activities. These goals should align with the agency's mission and be consistent with others performing the same work.

Development goals represent the exercise and demonstration of knowledge, skills or abilities (KSAs). These goals should be focused on KSAs the employee wants to improve.

Learn more about tracking performance with the [Continuous Performance Management Demo Video](#) and [CPM Job Aid](#)—and stay tuned for more details on the enhanced goal experience!

SECC Word Search



paddle battle
 fundraising
 engagement
 pickleball
 basketball
 community
 nonprofit
 campaign
 employee
 cornhole
 tug of war
 bake sale
 donation
 indiana
 auction
 charity
 lip sync
 trivia
 local

Fall in Love with the
INDIANA STATE PARK INNS
FALL SPECIAL!

SEPTEMBER 8TH - NOVEMBER 26TH 2024

Stay any 2 consecutive nights, Sunday through Thursday & save 25%* on your room rate!
 Visit IndianInns.com to book today

*Restrictions and blackout dates apply.

October 5, 2024

Harvest Craft Fair | Harmonie State Park

Join us for a day of all things FALL! Face painting, bouncy house, bubbles, free kids crafts, antique tractors, a cruise-in, food and music all day!

[More Information >](#)

Apples, Engines and Hay | O'Bannon Woods State Park

Watch a live demonstration of making apple butter in large kettles, take a walk through the hit and miss engines and the 1800s Living Pioneer Farmstead, and then watch as Gump the Ox shows his skills in the 1850 haypress demonstration.

[More Information >](#)

Pioneer Day | Mounds State Park

Learn about pioneer life when the Bronnengbergs arrived in Indiana. See food cooked over an open fire, try your hand at making butter, learn how to sew a button, pet a goat and more.

[More Information >](#)

October 11 - 13, 2024

Earth Science Celebration | Monroe Lake

Join us for a weekend packed full of fun science activities including solar spotting, fossil dig explorations, crinoid fossil bed hike, mineralogy 101 and more!

[More Information >](#)

October 12, 2024

Hall-O-Wheelin Night Ride | Redbird Off-road State Recreation Area

Join us for a night of fun. Bring the family to see the Haunted Trail.

[More Information >](#)

Fall Hound Hike | Ouabache State Park

Experience the beautiful fall colors on Trail 2, an easy 1.5-mile hike. Dog costumes encouraged! Anyone may join—with or without a pooch.

[More Information >](#)

National Fossil Day at the Falls | Falls of the Ohio State Park

Celebrate National Fossil Day at the Falls of the Ohio State Park with a series of special fossil bed hikes, guides on the collecting piles, children's activities and more!

[More Information >](#)

October 13, 2024

Salt Creek Watershed Cleanup | Monroe Lake

Help clean up flood debris in one of the lake's best wildlife areas!

When the reservoir floods, it pushes water up into backwaters; as the water recedes, debris carried in that water settles out or gets snagged on vegetation. Lots of hands are needed to help tackle trash that has accumulated at this location for over a decade!

[More Information >](#)

October 18 & 19, 2024

NWI Storytelling Festival and Ghost Stories! | Indiana Dunes State Park

This 35th Annual Storytelling event brings to life stories for all ages. The popular spooky stories will again take the stage this evening with refreshments.

[More Information >](#)

Hoots and Howls Weekend | Mounds State Park

We will have a variety of night hikes available on Friday night. On Saturday, the Historic Halloween Festival explores the origins of Halloween traditions with games, pumpkin decorating, applebobbing, and of course...candy! There will be a costume contest parade where you can strut your spookiness around the park.

[More Information >](#)

October 24, 2024

Soaring Hawks | Chain O'Lakes State Park

Have a beak to nose educational experience with live birds of prey from Salamonie Raptor Center. These permanently injured birds are ambassadors for their species because they would not survive in the wild.

[More Information >](#)

October 27, 2024

Halloween Bark Walk | Fort Harrison State Park

You and your furry, four-legged best friends are invited to Fort Harrison for the Halloween Bark. Talk with local vendors, enter a raffle and enter the canine costume contest!

[More Information >](#)

[View all DNR special events >](#)

This Month WITH



October 4, 11, 18 & 25, 2024

Haunted Histories | Lanier Mansion

Learn about spiritualism and 19th-century ghost lore before venturing over to several of the town's more eerie locations including the Broadway Hotel, the old Vail and White Funeral Parlor and the Madison River Front.

[More Information >](#)

October 5, 2024

Autumn Loblolly Wildflower Safari | Limberlost

Take a leisurely stroll along the Loblolly trails to discover what autumn wildflowers and plants are growing, and learn how man and animal have put these plants to use. Find out which plants have been introduced and which are native—and which ones might be harmful or even deadly.

[More Information >](#)

October 10, 2024

Seeds of Freedom: The Spiritual Roots of the American Civil Rights Movement | Indiana State Museum

The production, "Seeds of Freedom: The Spiritual Roots of the American Civil Rights Movement," by Asante Art Institute of Indianapolis, takes the audience on a historical journey predating enslavement – migrating through the transatlantic slave trade to the Civil Rights movement, while highlighting local Indiana connections to historic moments in our nation's story.

[More Information >](#)

October 11, 2024

Night at the Boo Bash | Indiana State Museum

As the sun sets, the museum will come alive with engaging activities across all three floors, led by a cast of quirky characters inspired by iconic museum artifacts.

[More Information >](#)

October 12, 2024

Owl-o-ween | Gene Stratton-Porter

"Hoo's" ready for an Owl-o-ween treat? Collect treats as we explore the grounds and learn about owls, radioactivity and animals who love the dark.

[More Information >](#)

October 16, 2024

Twilight Tales: Beyond the Grave | Indiana State Museum

Experience the museum in the dark, led through the galleries by museum staff and a flashlight, you'll discover weird and creepy artifacts, hear stories of the museum's most mysterious objects, and learn about myths and legends from Indiana's past and present.

[More Information >](#)

October 17, 2024

Quirky Queries: 50 Year Flashback | Indiana State Museum

Explore fashion, pop culture, sports, politics and home décor of the era. Engage in interactive activities including filling your candy lava lamp with 70's candy and recording your 70's stories in our audio guestbook. You'll also be able to shop a local vintage pop-up shop.

[More Information >](#)

October 18, 2024

Downtown Ghost Story Walk | Vincennes

Join for an evening walk around Downtown Vincennes and hear local ghost stories and other spooky tales at different spots on the tour.

[More Information >](#)

October 19, 2024

Halloween Hullabaloo | Angel Mounds

Put on your Halloween costume and take your trick-or-treating to the next level at our 10th annual Halloween Hullabaloo! Bring your family for a haunted hayride, crafts, games and loads of treats.

[More Information >](#)

October 24, 2024

Night at The Mounds: After Dark Experience | Angel Mounds

Join us for a truly magical evening at Angel Mounds, where history meets mystery under the starlit sky! You'll receive exclusive access to the beautiful mounds, alongside a self-guided map that will lead you on an nocturnal adventure.

[More Information >](#)

October 25, 2024

Wine'd Down | Limberlost

Relax and enjoy local wines, light music and a painting lesson from a local artist in the visitor center during this evening of uncorked fun!

[More Information >](#)



View all Indiana State Museum and Historic Sites events >



October 2024: Tips for well-being

Find healthy ways to cope with your stress

We all have stress at times. Maybe you're in a traffic jam on the way to work. When you're tense, your body releases hormones to help you stay alert.* You may notice signs in your body, like tight muscles or a racing heart. Once the traffic clears, you start to relax.

What about stress that hangs around? Maybe you have a hectic job or tension at home. Those stress hormones may stay elevated. That's because you don't get a break to relax. This can raise your risk of heart disease, high blood pressure or sleep problems.* You may turn to junk food, alcohol or tobacco to cope.

Instead, look for healthy ways to manage stress and recharge. Check out these tips:*

- Exercise to work off stress. Take brisk walks. Join a dance or boxing class.
- Set an early bedtime. Log off social media and silence your phone.
- Eat high-fiber foods for energy. Go for apples, oatmeal or almonds.
- Find a quiet spot to sit and take deep, steady breaths for a few minutes.
- Start a journal. Write about your stress and what lifts your spirits.

Wellness Webinar: Healthy mind, healthy body*

Explore how your thoughts can affect your health. Learn how you can change your outlook to improve your well-being for a healthier mind and body.

Tuesday, October 22, 2024 10:00 AM | 12:30 PM | 4:30 PM, ET



Save your spot

* FOR WELLNESS WEBINAR: The wellness webinar classes are not offered in Spanish.

* FOR STRESS RESPONSE SOURCE: Mayo Clinic. Chronic stress puts your health at risk. Last reviewed Aug 1, 2023. Accessed July 24, 2024.

* FOR RISKS FROM STRESS SOURCE: American Heart Association. Understanding how stress affects the body. Last reviewed Feb 8, 2024. Accessed July 24, 2024.

* FOR STRESS TIPS SOURCE: Mayo Clinic. 5 tips to manage stress. Last reviewed Feb 21, 2023. Accessed July 24, 2024.

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Champion mental health at home and at work



When someone asks you how you're doing, how likely are you to respond with a simple, "Great, thanks. How are you?"

You might genuinely feel good, but if you were stressed, angry, sad, anxious, or experiencing another difficult emotion, would you say so?

In most cases, whether inside or outside our inner circle, many of us wouldn't feel comfortable sharing our true feelings. Likewise, many of us wouldn't feel comfortable pressing a friend or coworker to share theirs for fear of overstepping or seeming nosy.

But avoiding conversations about difficult emotions and hard times – whether temporary or ongoing ones – can add to the stigma that surrounds mental health.

Overcoming stigma

Many people live with situational or chronic depression, anxiety or other mental health concerns. Globally, an estimated 15% of working-age adults and 12% of people have a mental health disorder.^{1,2} Most go untreated.

Negative attitudes, beliefs and stereotypes persist among individuals, community systems and policies, even in cultures with laws protecting mental health rights. This stigma keeps many people from seeking support. At the same time, some people don't realize they need help, while others mistakenly believe needing help is a sign of weakness.

Others simply don't have access to mental health resources.

These are all reasons World Mental Health Day is observed each year on October 10. Global and national organizations and institutions, including the World Health Organization, come together to raise awareness of the importance of mental health, rally support and help put policies and systems in place for those in need.



**October 10
is World Mental
Health Day**

Globally, it's estimated:

15%
of working-age adults

12%
of general population

struggle with a mental
health disorder.

Understanding mental health

Your mental health is just as important as your physical health – and they're equally important to your overall health and wellness. Just like physical health, mental health can affect all areas of your life, including your overall health, relationships, career and finances.

Mental health includes your emotional, psychological and social wellbeing. It affects how you think, feel and act. It also helps determine how you handle stress, relate to others and make healthy choices. Some common signs of mental health conditions include:

- Excessive worrying or fear
- Persistent sadness, hopelessness, or “empty” feeling
- Extreme mood changes, including irritability or anger
- Changes in eating habits, energy level or sleeping patterns
- Increased use of alcohol or other substances
- Persistent physical aches and pains
- Inability to carry out daily activities or handle daily problems and stress

Most people experience these kinds of emotions from time to time. If these feelings persist and get in the way of your day-to-day functioning, it may be a sign of a mental health disorder, which is a treatable medical condition.

Mental health conditions can develop as a result of biological, psychological and social factors. People of any gender, from any background and in any circumstance across geographies can experience mental health concerns and conditions.

Sources

1. World Health Organization. Mental health at work. Published September 28, 2022.
2. World Health Organization. Mental disorders. Published June 8, 2022.

American Psychiatric Association. Stigma, prejudice and discrimination against people with mental illness. Reviewed March 2024.

European Institute for Gender Equality. Gender differences in mental disorders begin early in life. Accessed July 10, 2024.

Jed. How to follow your instincts when worried about a friend.

Mayo Clinic. Male depression: Understanding the issues. Published February 14, 2024.

Mayo Clinic. Mental illness – symptoms and causes. Published December 22, 2022.

Mental Health Foundation. Physical health and mental health. Updated February 18, 2022.

It's important to note: The same mental health disorder can show up in different ways for different people. For example, both men and women with depression may feel sad, hopeless or exhausted, sleep too much or have a hard time sleeping, and feel physical problems like digestive issues.

But, compared to women, men with depression are more likely to be irritable, angry and combative. They are more likely to turn to “escapist behaviors,” like working long hours or focusing a lot of time and attention on sports or other activities. They also are more likely to engage in risky behaviors, like driving dangerously or misusing alcohol or drugs, than women.

Promoting mental health and wellbeing

Many proven ways can help nurture your mental and emotional health, including:

- Proactively manage stress, maintain optimism and build resiliency. For example, to manage stress, avoid overcommitting yourself at work and in your personal life.
- Do things that help you release tension, such as taking time to relax, moving your body, laughing and participating in fun activities.
- Make meaningful social connections with uplifting people to add joy and positivity into your life.
- Practice gratitude to remember the good in life, even when times are tough.
- Keep in mind, mental health conditions are treatable. If you or someone close to you is experiencing a mental health concern, consult with a medical or mental health professional.

Mental Health Foundation. Stigma and discrimination. Updated October 4, 2021.

National Institute of Mental Health. Men and mental health – National Institute of Mental Health. Stanford Report. Why asking for help is hard, but people want to help more than we realize. Published September 8, 2022.

World Federation for Mental Health, founder of World Mental Health Day – October 10th. Published April 17, 2024.

World Health Organization. Gender and health. Published May 24, 2021.



This program should not be used for emergency or urgent care needs. In an emergency, call 911 if you are in the United States, the local emergency services phone number if you are outside the United States, or go to the nearest ambulatory and emergency room facility. This program is not a substitute for a doctor's or professional's care. Due to the potential for a conflict of interest, legal consultation will not be provided on issues that may involve legal action against Optum or its affiliates, or any entity through which the caller is receiving these services directly or indirectly (e.g., employer or health plan). This program and all its components, in particular services to family members below the age of 16, may not be available in all locations and is subject to change without prior notice. Experience and/or educational levels of Emotional Wellbeing Solutions resources may vary based on contract requirements or country regulatory requirements. Coverage exclusions and limitations may apply.

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