

# Human Resources News

### HR Updates, Initiatives, and Related Resources

edHEALTH Walking Challenge: Starts June 2 and goes through July 5. There will be a weekly raffle drawing, worth \$50 in prizes, for participants that reach or exceed at least 35,000 steps each week (averaging 5,000/day). There will also be a \$100 prize at the end of challenge to the school's "top stepper." Participants will receive 100 pts. for each week they participate (500 total) towards their Living Well Health Rewards. For more information, please see pgs. 8 - 9.

Harvard Pilgrim's Living Well Program: All employees (whether enrolled in the University's medical plan or not) who earn 2,000 or more points by June 30 are eligible to be entered into raffle drawings. Don't forget: Staying engaged throughout the program not only boosts your wellness — it also increases your chances to take home a prize! Learn more by visiting the Living Well Program Flyer.



<u>TIAA:</u> Kwasi Adutwum, Salve's TIAA representative, is scheduled to be on campus for individual counseling appointments on **Wednesday**, **June 4 and Wednesday**, **June 11, 2025**. Employees can sign up for an appointment at <a href="https://www.tiaa.org/schedulenow">www.tiaa.org/schedulenow</a>.

<u>Employee Health Hub:</u> New summer events and activities have been added for all faculty and staff! Visit <u>pgs. 8 - 11</u> to explore, engage, and embark on your health and wellness journey with us.

June 2025 - 30 Minutes a Week Learning Challenge: Throughout the month of June, we invite you to take on the challenge of completing 30-minutes of learning each week to support your professional development goals. We encourage employees to schedule time each week to complete their learning and/or if you are participating in the edHEALTH Walking Challenge you can "learn on the go" by listening to learning content while you walk! To learn more about the LinkedIn Learning 30 Minutes a Week Learning Challenge, and other learning and development opportunities, please visit pgs. 12 - 13.

Performance Evaluations: May marks the beginning of our annual performance evaluation process. All employees are required to complete and submit their self-evaluations to their supervisor by Friday, June 27. Self-evaluation forms can be found on the HR Forms and Request Page under the Performance Management Forms section. For more information, please visit pg. 3 or contact the Office of Human Resources.

Summer Hours: Beginning July 11 through Aug. 15, University offices will close at noon on Fridays. For some offices there is extra work needed during the summer, particularly for grounds and capital improvements, and a few offices must remain open during the half days, such as Public Safety. Supervisors in these offices should arrange for staff members to receive an equivalent reduction in hours at a mutually convenient time. For more details, please refer to our Staff Handbook.



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**Important Dates** 

# **Welcome New Hires!**





Gerald Normandin
Senior Cybersecurity Specialist,
Office of Information Technology



Coleen Burgess
Executive Director of
Business Development for
Auxiliary Services,
Office of University Events &
Conference Services

Save the Date!

Mark on your calendar our next

Employee Appreciation - Ice Cream Social

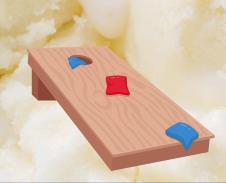


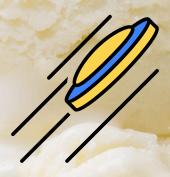
Thursday, August 7

12:30 - 2:30pm



Ochre Court, Terrace and Lawn







### 2025 Annual Performance Review Process

In May of each year, Salve's performance review process begins. The primary purpose of a performance review is to stimulate communication and understanding between supervisors and employees regarding job duties and responsibilities, goals and objectives, and a professional development plan. In addition, supervisors should provide input related to specific employee accomplishments as well as any areas needing improvement over the past year.



The first step in our performance review process is completing self-evaluations. All employees should complete a self-evaluation form to document achievements, concerns, goals and development plans, reflecting on the last year and looking forward to the next. Please complete the form and provide it to your supervisor no later than Friday, June 27. For both nine- and ten- month employees, please follow the timeline that your supervisor has requested, which may require an earlier due date for self-evaluation completion. Supervisors will use the information that you provide to help complete their overall evaluations.

In the coming weeks, supervisors will receive additional communications related to the performance review process timeline and expectations as well as guidance for goals and professional development.

The 2025 self-evaluation form can be completed in either PDF or Word format, based on your preference. To properly utilize the forms, choose a self-evaluation form from the Performance Management Forms section of the <u>HR Forms and Requests page</u> on the Campus portal and follow the steps below.

#### PDF version:

- Click on the PDF version, then select the "Download" option from the top left menu header. Open the downloaded form by clicking on the "Download" symbol in the upper right of your screen.
- Click on the "Download" symbol at the top right of the form. Save the form to a preferred location on your computer.
- Open the form using Adobe Acrobat from its saved location. Complete the form and save.

#### Word version:

- Click on the Word version, then click on the "Editing" option from the top right and select "Open in Desktop App."
- Select "File" then "Save a Copy." Save the form to your preferred location. Complete the form and save.

For any questions related to developing appropriate goals for employees, please reach out to Nancy Escher at your earliest convenience. If you have any questions related to accessing or using the forms, please contact the Office of Human Resources at <a href="mailto:humanresources@salve.edu">humanresources@salve.edu</a>.

Thank you for your ongoing support and dedication.





We would like to take a moment to thank and appreciate the following staff and faculty members for reaching their significant milestones of service at Salve Regina University!

# 5 Years of Service



<u>Staff</u> (left to right first row): Joyce Botelho - Academic Affairs, Leah Palazzo Anesta - Academic Center of Excellence, Kirsten Harvey - University Advancement, Connie Brilhante Rybacki - Business Office, Irene McKiernan - Health Services, and Lauren Neary - Health Services

Staff (left to right second row): David Roy - Public Safety, Kate Ryffranck - University Advancement,
Annemarie Bartlett - Institutional Research and Effectiveness and Steven Rodenborn - Academic Affairs
(Not Pictured: Erin Barry - Pell Center, Robyn Buck - Graduate and Professional Studies,
Greg DeLade - Athletics, Elizabeth Galvin - Health Services, Gillian Letendre - University Advancement,
and Taylor Smith - Information Technology)



<u>Faculty</u> (left to right): Gabriella Papale - Chemistry, Emma Grauerholz-Fisher - Psychology, <u>Sharon Keating</u> - Nursing, and Regina Dublin - Nursing

(Not Pictured: Paul Joyce Jr. - Criminal Justice and Criminology, Hyoyeun Jun - English, Communications and Media, and Heather Rockwell - Cultural and Historic Preservation)



# 10 Years of Service



Staff (left to right): Kathleen Rendos - Center of Community Engagement and Services, Danielle O'Rourke - Business Office, Greg Jones - Information Technology, Anne McDermott - Financial Aid, Bethany Blycker Koll - Library Services, Stacey Carter - Business and Economics, Laurie Reilly - Admissions, and Jim Fowler Jr. - Admissions, (Not Pictured: Jared Coleman - Facilities, Peter Dugan - Mail Services and Nancy Escher - Human Resources)



<u>Faculty</u> (left to right): Esther Alarcon-Arana - Modern Languages, Peter Colosi - Philosophy, Anne Reid - Biology and Biomedical Sciences, Elizabeth Bloom - Nursing, and Louise Sullivan - Nursing

## 15 Years of Service



<u>Staff</u> (**left to right**): Mary Beth Pelletier - Admissions, Laura Kcira - Student Accessibility Services, and Diane Nichols - Facilities

(<u>Not Pictured</u>: Kiyomi Donnelly - Center of Global Education and Fellowships)

(<u>Please note there were no 15 Year Faculty awardees)</u>

# 20 Years of Service



<u>Staff</u> (left to right): Stephanie Dupius - Admissions, Tiffany McClanaghan - Graduate and Professional Studies, and Marcus Canulla - Facilities



<u>Faculty</u> (left to right): Timothy Neary - History, <u>Jameson Chace</u> - Biology and Biomedical Sciences, and <u>Steven Symington</u> - Biology and Biomedical Sciences

# 25 Years of Service



<u>Staff</u>: Jennifer Jenson - Compass Center <u>Faculty</u>: Myra Edelstein - Business and Economics

## 35 Years of Service



Staff: Dan Titus - Information Technology (Not Pictured: Peter Davis Jr. - Public Safety) (Please note there were no 35 Year Faculty awardees)

## 30 Years of Service



<u>Faculty</u>: Bert Emerson - Art and Art History (Please note there were no 30 Year Staff awardees)

## **Retiree**



Staff: Ronn Beck - Admissions
(Not Pictured: Estelle Dubuc - Financial Aid, Rosalinda Hambley Registrar, Mike Semenza - President's Office, Donna HarringtonLueker - English, Communications and Media,
Gregg Johnson - Business and Economics and Tina Wray - Religious
and Theological Studies)



# Employee Health Hub!

Wellness encompasses several key pillars that are interconnected and contribute to overall wellness. The pillars are: physical, intellectual, mental, emotional, social, spiritual and financial. Taking care of each aspect helps create a balanced and fulfilling life! Check out the wellness activities related to these pillars right here in the Employee Health Hub.

#### Wellness Photo Feature: Solo Strides & Power Pairs

Wellness is better together — but solo strength counts too! And we want to see it in action. As we lace up for our 5 week Annual Walking Challenge (information can be found on the next 2 pages) we're kicking off something special: a wellness photo spotlight in our HR newsletter this summer! Whether you're crushing cardio with a gym partner or partners, power walking with a coworker, hitting the trail with your pup, or rocking your routine solo — we want your pics! Let's celebrate every step, every effort, and every person making moves toward better wellness.

#### Snap your wellness moment!

- · Buddy or no buddy, show us what wellness looks like in your world. If you have a buddy (human or one with four legs and a tail!), please let us know your names!
- Why? Because YOU could be featured in our next newsletter.

feeling refreshed, renewed, and re-centered!







# <u> Mocktail Celebration – A Refreshing Wrap-Up to Our Walking Challenge!</u>

Thursday, July 10 from 12—2pm Ochre Ct. Great Hall and Terrace

**Join Us!** 

Join the Health and Wellness Committee for a fun, laid-back celebration to toast your amazing efforts in this year's Walking Challenge! Whether you racked up the steps or cheered from the sidelines, we want YOU there to help us wrap up the challenge in style.

This event is all about celebrating community, wellness, and the little wins that keep us going. It's a chance to kick back, connect, and look ahead to next year's challenge with excitement and energy. Come thirsty and ready to celebrate!



#### What to Expect:

- A vibrant mocktail bar with wellness committee members each serving up their own delicious, healthy mocktail creations
- Light snacks to keep the energy going
- 🏆 A Mocktail basket that will be raffled off to one special attendee



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#### Stay Safe This Summer - UV Safety, Eye Injury Prevention, Heat Safety and More with special guest Amy Rademaker

In this featured episode of Hally® Healthcast—a wellness podcast from Hally® health—they're focusing on summer safety. Tune in for practical tips on sun protection, staying cool in the heat, injury prevention, and more. Guest speaker on this episode is Amy Rademaker, Rural Health and Farm Safety Program Coordinator at Carle Health, who shares expert insights to help you and your family stay safe all summer long.



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# 8<sup>th</sup> Annual edHEALTH Walking Challenge Walk this way to a healthier you!

#### Join us for the edHEALTH Walking Challenge

edHEALTH, the higher education and secondary school healthcare collaborative, is once again partnering with Harvard Pilgrim Health Care to host its annual Walking Challenge. Partner with your colleagues to compete against other schools that are part of edHEALTH.

To participate you must sign up for the challenge within first 10 days in order to have your steps count toward your team. Check out page two for details on how to register with IncentFit and/or join the challenge.

#### Walking Challenge Dates

Monday, June 2nd through Saturday, July 5th

#### Your Challenge Goal

Take steps every day toward your well-being! Aim to reach or exceed at least 35,000 steps each week (averaging 5,000 per day). By meeting this goal, you'll be eligible for entry in award opportunities.

**	Harvard Pilgrim Health Care
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a Point32Health company

SCHOOL	Sign up Code
Bennington College	Bennington
Bentley University	Bentley
Berklee	Berklee
Boston College	BostonCollege
Brandeis University	Brandeis
Brooke Charter Schools	Brooke
Clark University	Clark
Dean College	DeanCollege
College of the Holy Cross	HolyCross
Emerson College	Emerson
Excel Academy Charter Schools	Excel
Husson University	Husson
KIPP MA Charter Schools	Kipp
Lasell University	Lasell
Lesley University	Lesley
The Lawrenceville School	Lawrenceville
Match Charter Public School	Match
Olin College of Engineering	Olin
Regis College	Regis
Saint Joseph's College of Maine	StJoes
Salve Regina University	SalveRegina
Sarah Lawrence College	SarahLawrence
Suffolk University	Suffolk
Wellesley College	Wellesley
Wentworth Institute of Technology	WIT
Wheaton College	Wheaton
Wilbraham & Monson Academy	WMA
Worcester Polytechnic Institute	WPI
Advisors (Broker team)	Advisors

SALVE REGINA UNIVERSITY

#### Frequently asked questions

#### What platform will the walking challenge use?

Our program will continue to be housed on the same digital challenge platform through IncentFit. Through IncentFit you can track participation in your school's wellness challenges in real time via an easy-to-use app or website.

#### I don't have Harvard Pilgrim for my insurance. Can I still join?

Yes. All employees can participate in this challenge.

#### Which apps and devices are supported?

IncentFit syncs with many popular fitness trackers and mobile apps, some of which are free. To view the most up-to-date list, please visit the "All Apps & Devices" section of your IncentFit account. Examples of apps that are included: Apple Health, Fitbit, and Google Fit.

#### What if I don't have a smartphone?

If you have a mobile tracking device such as a Fitbit but do not have a smartphone, you can still sync that device through the IncentFit website.

#### What can I see in the IncentFit platform?

- Challenge rules
- · Leaderboard for ALL schools in real time
- · Individuals on each team
- · Steps and daily average steps
- · Chat function

If for any reason you cannot meet the goal of the walking challenge, you are still invited to join.

Contact Living Well Support for other ways to participate or if you have any questions about the program, please email Living Well Support at LivingWellSupport@Point32Health.org or call 877-594-7183.

#### How do I get started in the walking challenge?

If you have never used the IncentFit app, download the IncentFit app from the App Store or Google Play or visit **www.incentfit.com/login.** If you have already downloaded the app please log out of the app. All users should follow the steps below.

- At the IncentFit home screen, enter your Email and click/tap "Next."
- You will then be prompted to enter your school Sign-up Code (view sign up codes on the first page of this flier). Please note codes are case sensitive.
- 3. You then will be asked to enter an email address and create a password. Please remember this information as you will use those credentials to log in. You will also be asked to enter your first and last name (new users) or confirm your last name (previous user).
- 4. Once logged into your IncentFit account, click/tap Challenges from the main menu. Find your school team and click/tap the "Join Team" button.

#### How can I sync a step/fitness tracker app/device?

- Log in to your IncentFit account and select My Account > All Apps & Devices from the menu.
- 2. Locate your app/device on the list.
- 3. Click "Start Auto Syncing" and follow the on-screen instructions. Be sure to read all the information when connecting, as some devices have specific instructions. For most devices, you must share "Profile" and "Exercise/Activity" to sync properly.

Note: Google Fit/Samsung Health (Android) and Apple Health (iPhone) are free apps that turn your phone into a pedometer. To sync data from these services, be sure to open the IncentFit mobile app or log into the IncentFit website every few days. Most other tracker services such as Fitbit and Garmin will sync automatically every 24 hours once synced with your IncentFit account.

Please note: While Harvard Pilgrim is hosting the Walking Challenge for all employees, this does not affect your medical health plan coverage. You are eligible to participate regardless of your health insurance carrier.



# Employee Health Hub!

Health and Wellness activities offered by our trusted vendors!



#### Free Webinar Series!

Whether you are looking to shake it up, stretch it out, or get centered, we've got you covered with Zumba®, yoga, guided mindfulness, wellness sessions, which are now available to everyone through the <u>Living Well at Home</u> programs. All classes are at no cost to you and easy to access via Zoom.

# Click the links below to explore each webinar's details and join in!

#### Wellness Wednesdays | 1:00—1:30pm

- June 4: Herbs at home: Growing your culinary garden
- June 11: Atomic habits: Nature's prescription
- June 18: Nourish with island flavors: Delicious and nutritious Caribbean cooking
- June 25: The Rainbow Diet

#### Fitness Thursdays | 1:00—1:30pm

June 5, 12, & 26 - Summertime strong

Access past well-being webinars any time by visiting the <u>Living Well YouTube Channel</u>.





# **HealthAdvocate**

#### Life & Work Resources

Each month, Health Advocate highlights a new wellness topic and provides additional resources, including webinars, for your benefit! Go to Health Advocate and navigate to the Welcome banner. Select "Quick Start" and then "Search all life & work resources." Once in the site, you will be able to access the monthly webinar below!

#### Monthly On-Demand Webinar

#### <u>Hold Your Head High: Communicating with Confidence</u> in the Workplace

We all admire people who can communicate comfortably-and effectively-even in challenging situations at work. This seminar will teach two models of effective communication and will help you practice your new strategies in tough scenarios-negotiating your salary, talking with your boss about career development, confronting disrespectful behavior in the workplace, and more.



#### June-Safety, Wellness, and Summer Living

June is filled with key health observances like National Safety Month, Men's Health Month, and World Blood Donor Day. One of the latest blogs with Health Advocate offers valuable resources to help individuals and organizations raise awareness around these important topics. You'll also find healthy summer recipes and fun outdoor activity ideas to help you enjoy the season while staying well.

#### TIAA Live Webinars

Virtual & in-person counseling appointments are available to current employees. Salve's TIAA representative, Kwasi Adutwum, will also be available in Stonor Hall for in-person counseling appointments on **June 4 and 11**. To schedule an appointment, <u>click here</u> or scan the QR code.



All Salve employees are invited to attend webinars offered through <u>TIAA's virtual environment</u>. Explore TIAA's Webinar Lounge featuring monthly webinars, both pre-recorded and live! These informative, interactive workshops will give you strategies and tactics to help you achieve your financial and retirement goals.



TIAA webinars and virtual 1-on-1 meetings can be logged as 200 points on the <u>Harvard Pilgrim Living Well</u> portal.

Questions? Please contact Caitlin McNulty at caitlin.mcnulty@salve.edu or ext. 2165





In June, we invite all employees to take on the challenge of completing 30 minutes or more of learning each week to support your professional development goals.

Learning can be completed in short daily sessions or even on-the-go, thanks to the LinkedIn Learning app, which makes it easy to listen to learning content while you're on the move (or while participating in the 8<sup>th</sup> Annual edHEALTH Walking Challenge)!

All employees will receive access to the learning challenge via direct email from LinkedIn Learning or you can click the following link "30 Minutes a Week Learning Challenge".

Resources available through the learning challenge include:

- <u>Learning Challenge Guide</u>
- Weekly Learning Challenge Tracker
- A sample tracker and link to several courses related to time management and multitasking
- Links the business, technology, and creative-related training content
- edHEALTH Walking Challenge Enrollment Guide

The Office of Human Resources will track total minutes of learning completed by each employee. At the end of the month, employees who participated will receive an electronic certificate and confirmation of the total minutes of learning completed in June.



Questions?

Please contact Tasha Estrella or ext. 2119



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**Learning and Development Opportunities** 



LinkedIn Learning offers learners the ability to create "collections" of learning content and resources.

What is a collection? A collection is a curated list of courses, videos, resources, and other content related to a specific topic. It's a way to organize learning materials and share them with others or yourself. Think of a "collection" as a playlist for learning, allowing you to group related resources together for easier access and review.

**How do I create a collection?** LinkedIn offers learners access to a short video narrating how to create a collection, click <u>HERE</u> to access the video.

We recommend using collections to organize and manage your learning content efficiently. If you're participating in the June 30-Minutes a Week Learning Challenge, creating a collection of the courses you plan to complete can help you stay on track with your weekly training goals.

Need assistance with LinkedIn Learning? Employees can utilize the Help button located on the bottom left-side of the home page; OR you can utilize the "search" feature located at the top middle section of the home page.

#### THE CHRONICLE OF HIGHER EDUCATION.

Join members of The Chronicle, national experts and leading practitioners on how to chart a course forward in Higher-ed by participating or watching live and/or virtual webinars offered by the Chronicle. A short list of relevant topics have been included <u>HERE</u>.

Additional virtual webinars related to leadership, teaching and learning, finance and operations, and DEI can be accessed <u>HERE</u>.



LinkedIn Learning provides learners with access to newly released and most popular courses, available through the links below or directly on your LinkedIn Learning home page under "this week's top courses" and "new releases".

Below we have included a sample of the new and most popular courses:

- Finding Motivation to Learn What Matters
- Outlook: Efficient Email Management
- Excel with Copilot: Al-Driven Data Analysis
- Training Your Brain to Unwind Stress and Anxiety Habits
- Developing Your Emotional Intelligence
- · Communicating with Confidence
- How to Boost Your Productivity with AI Tools

Searching for specific training?

You can utilize options on the "content" tab to find training relevant to your professional development needs. We have included a LinkedIn Learning video to help you find content that is relevant to you and your learning goals, click HERE to access.



In addition to pre-assigned training, employees can access Higher-ed specific training through United Educators. A list of trainings can be viewed <u>HERE</u>.

To access training content, <u>login to UE</u>.

Once logged into the main page, navigate to the "User Menu" 
at the top left of the page. Select "Course Catalog" followed by "Higher Ed Courses".



# Summer Pickleball

SUMMER FACULTY AND STAFF

# PICKLEBALL OPEN PLAY



TUESDAYS 4-5:30 & THURSDAYS 12-1\*

\*PLEASE REFER TO SEAHAWK CONNECTION FOR ALL AVAILABLE DATES, PLEASE REGISTER FOR EACH DAY YOU INTEND TO PLAY.



OUTDOOR REC COURT
BEHIND ANTONE



ALL LEVELS ARE WELCOME. WE WILL RUN 3 COURTS
FOR BEGINNER, INTERMEDIATE AND ADVANCED PLAY.



The SALVEfund

AVAILABLE!

# MERCY IN

ACTION

6.30.25



Salve's faculty and staff put Mercy in Action every day by showing up for others with compassion, generosity and a commitment to meaningful connection.

As we wrap up the fiscal year on June 30, your gift now will extend the impact of our shared mission in a lasting way.

Every gift — no matter the size — extends your mercy. Give by June 30 to show Mercy in Action!



# Salve Pride - LGBTQ+ Perspective

# Planning your Fall curriculum? Need an LGBTQ+ perspective?



#### Trainings available for booking! Email salvepride@salve.edu

with any questions about trainings, ways to integrate a community perspective into your courses, or how to support your students. If you're looking to plan a training, email with a couple date options and topics you would like covered for your class, department, club, student workers, or other on-campus organizations.

### ~1 hour LGBTQ+ 101

These can be tailored in topic to fit your needs and build on topics already being covered in class or previous meetings.

#### ~2-3 hour Safe Zone Certification

Strict curriculum including discussion and activities on advocacy- ending with a certification that identifies participants as safe people for LGBTQ+ individuals to seek support from.

# **Sophomore Studio**

#### **Call For Volunteers!**

The Center for Advising, Career, and Life Design welcomes volunteers to help with our Sophomore Studio course on <u>September 13<sup>th</sup> and 14<sup>th</sup> 2025</u>. Roles include being a panelist, helping students practice networking, leading a workshop and more!

You may choose to volunteer for one or both days of the studio. If you are interested, please reach out to Dominique Gagnier at <a href="mailto:dominique.gagnier@salve.edu">dominique.gagnier@salve.edu</a> for more information.

Sophomore Studio is a 1-credit workshop and is required of all students as part of the new core curriculum. This weekend workshop will give students a foundation in a variety of career development topics and the opportunity to network with internal and external partners.





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# Important Dates June 2025

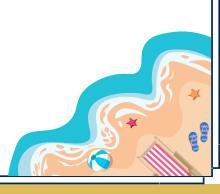
Office of Human Resources Stonor Hall Salve Regina University 100 Ochre Point Avenue, Newport RI 02840

For any questions, please contact **Sarah Trefethen** Phone: 401-341-2137 Email: <u>sarah.trefethen@salve.edu</u>



- June 2 July 5 (Monday Saturday) Annual edHEALTH Walking Challenge begins
- June 4 and 11 (Wednesday) New TIAA Financial Consultant, Kwasi Adutwum, will be on-campus for individual counseling appointments, Stonor Hall, Conference room
- June 6 8 (Friday Sunday) Reunion Weekend, Campus wide
- June 19 (Thursday) Juneteenth, University offices are closed
- June 20 (Friday) University President's Day, University offices are closed
- <u>June 25</u> (Wednesday 12 1pm) **Lunch & Meditation**, Center for Spiritual Life, Lower Level of the Chapel
- June 27 (Friday) Self-Performance Evaluations due
- June 30 (Monday) The SALVEfund Deadline to donate
- July 3 (Thursday) University President's Day, University offices are closed
- <u>July 4</u> (Friday) **Independence Day**, University offices are closed
- <u>July 10</u> (Thursday 12 2pm) Faculty and Staff Mocktail Celebration, Ochre Court, Great Hall and Terrace
- <u>July 11 August 15</u> (*Fridays*) **Half-Day Fridays start!**
- <u>August 7</u> (Thursday 12:30 2:30pm) **Employee Appreciation Ice Cream Social,** Ochre Court, Terrace and Lawn







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