

A Weekly Update
For The Employees of
North Central Health Care



"United in Purpose and Passion"
- Submitted by NCHC Communications & Marketing



WEEKLY CONNECTION WITH MICHAEL LOY

Beaming

Lives Enriched and Fulfilled. There are examples of our Vision coming to life every day. Then there are days when the true power of our organization and our Vision come roaring. We experienced some of those days this week with the sudden closing of another nursing home in our community. Financial insolvency was the source of ruin and 28 residents needed to be moved within 24-48 hours. It had now become the responsibility of our Adult Protective Services team to immediately relocate these residents. Our organization jumped to the challenge. In about 24 hours we were involved in moving all 28 residents. Our APS and MVCC

teams were especially amazing, reaching out to provide support to all 28 residents. We ended up taking 10 residents here at MVCC and we may have more come at a later date. Our team's commitment and sense of responsibility to lead was amazing. Our HR team reached out with a plan to offer their employees job opportunities here. Our Transportation and Maintenance teams dropped what they were doing to help move the residents. Our Dietary team made sure people had food and snacks. There was so much energy to do the right thing. I'm so proud. We all can be proud of our organization and the fine people who represented it this week.

In other news, on Wednesday our United Way team attended the Annual United Way luncheon. Our NCHC team was well represented in our efforts to support the United Way and the community. We took home awards for **Circle of Excellence: Partner Award** and the **Shining Star Award**. The Partner Award goes to organizations that donate between \$10,000 and \$25,000 in the annual Workplace Giving campaign. This is a direct reflection of the generosity of all of our employees. You make a difference to many local community efforts with your donation each and every day. The Shining Star Award was awarded to NCHC in recognition of our commitment and leadership to improve Marathon County. NCHC was recognized for campaign growth, participation growth, per capita gift amount, leadership giving participation, corporate gift and volunteerism. NCHC was recognized along with just 5 other local organizations for our efforts to support the United Way.



In addition to those awards, we took home some more specific accolades. Jessica Meadows was recognized with the **Campaigner of the Year**. This award recognizes her efforts to promote the United Way and educate people about the programs and services provided while increasing participation and involvement among our staff. Jessica has a willingness to pitch in and help complete campaign-related tasks and has contributed her creativity and original ideas that have resulted in award-winning can sculp-

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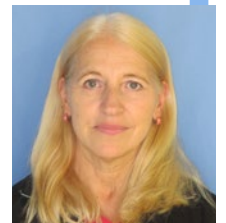


Person-Centered Shout out

Kaye McEwen, Aquatic Services

Why: Thank you for seeing maintenance clients to cover for a sick co-worker's shift!

Submitted By:
Brenda Budnik



ADMINISTRATOR ON-CALL x4488 or 715.848.4488

In the event of Phone System Outage, reference the O:drive "On-Call Information Folder" for Schedule and Cell Phone #'s.

**Monday, Jan. 28 –
Sunday, Feb. 3**

Laura Scudiere





tures at the *United We Can* event over the last six years. Congratulations to Jessica for a well-deserved honor. Jessica really leads by example and is a key part of our success here in supporting the United Way.

Sue Matis also received an award for her commitment to the United Way and serving 6 years on the United Way Board. Thank you to Sue for her contributions and leadership to the community impact of the United Way.

Last but not least, our Crisis Assessment Response Team (C.A.R.T.) took home the United Way's *Partners in Caring Award*. At the beginning of the year NCHC in partnership with the Marathon County Sheriffs Office and Wausau Police Department launched C.A.R.T. The initiate pairs a Crisis Professional full-time with a Law Enforcement Officer to provide crisis assessment and response. To say their first year was a resounding success would be a huge understatement. Early indicators are that while the number of mental health calls have gone up in 2018, the number of mental health calls resulting in hospitalization have significantly been reduced. This means these resources are effective and doing what we intended to do: keeping individuals in crisis in the community by deploying community based crisis response to meet their emergent needs.

What a week for NCHC, I am simply beaming with pride.

Make it a great day,

Michael By



Submit A Great Photo From Your Week!

Submit your photo and description to: Email: jmeadows@norcen.org or Text: 715.370.1547. Please indicate Photo of the Week and include your name, who/what/where of the photo and why you are submitting. **Please remember!** To protect the privacy of our patients, clients and residents, photos are not to be taken of any of those we serve without written permission.

PHOTO OF THE WEEK



"United in Purpose and Passion"
- Submitted by NCHC
Communications & Marketing



CART Team: Deputy Megan Sowinski (Marathon County Sheriff's Dept.), Stacey Rozelle (NCHC), Officer David Bertram (Wausau PD) and Chuck Kerstell (NCHC) accept their award for United Way Partners in Caring.



Dennis DeLoye of Associated Bank presents Jessica Meadows with Campaigner of the Year Award.



Over 325 community members attended the Annual United Way Luncheon.



WERE YOU UNABLE TO ATTEND 4TH QUARTER EMPLOYEE UPDATES OR WANT TO SEE THE PRESENTATION AGAIN?

The Video Recording is Now Available Online

We want all employees to be able to attend the Employee Updates Sessions to connect with leaders, ask questions, and meet with team members you may not regularly have the opportunity to. However, we do know that there are instances in which you are just not able to make it or wish to view the presentation over again.

You can now view the 2018 4th Quarter Updates from December in full format by visiting the NCHC YouTube Channel. Check out some of the other great videos there, too!

<https://youtu.be/TtCJAGclRIM>

The video is also available here: O'drive: Employee Updates folder contains the complete slide shows and videos for all Employee Update sessions.



VOLUNTEER SERVICES AND MVCC STAFF DEVELOPMENT OFFICES

New Locations!

Laural Harder and Kathy DeSantis of Volunteer Services and Cagney Martin of MVCC Staff Development have recently moved their offices to a new location in the MVCC Link Hallway. The offices are located in the former Marathon County Facilities & Capital Management Office, or known to many NCHC staff as the former MVCC Administration Office. Not sure where that is...take a walk from the Wausau Campus Cafeteria toward MVCC through the link hallway and you won't miss it on the left near the exterior shelter where our residents feed the squirrels.

Stay tuned for more information as we enter renovations so that you are informed of location changes.

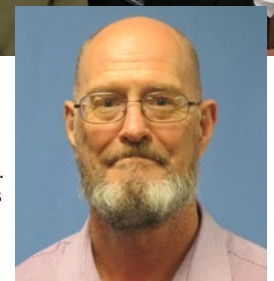
North Central Health Care
Person centered. Outcome focused.

January 2019 Employee of the Month



KEITH BENSON

Nurse, Mount View Care Center



Congratulations to Keith Benson of Mount View Care Center for his recognition as the January 2019 Employee of the Month. Keith was nominated for his consistent display of our Core Values, as well as his commitment and dedication to NCHC and those we serve.

If you walk around Northern Reflections at Mount View Care Center, you might hear a nurse repeating his famous catch phrase, "Keep it to a dull roar." That nurse would be Keith Benson who has walked the halls of NCHC for the past 14 years. Keith started as a staff nurse, moved in to the MDS coordinator position, did some scheduling and now serves the residents of Reflections Long Term care as their a.m. nurse and unit clerk. "I enjoy working here, it's a great place and my coworkers are wonderful," Keith responded when asked why he stays here.

Keith proudly serves NCHC just like he proudly served in the Army for 24 years as an LPN. He is married with two sons and likes gardening, working on his model train and completing his wife's "honey do" list. A few years ago Keith fell off a ladder and was actually a resident at Mount View Care Center for 32 days. He vividly recalls his days here because he said that is when he realized "just how hard the staff really work and how much they care."

Congratulations Keith!



NEWS, UPDATES, LINKS, STORIES, PHOTOS, VIDEOS!
GET SOCIAL! #IamNCHC

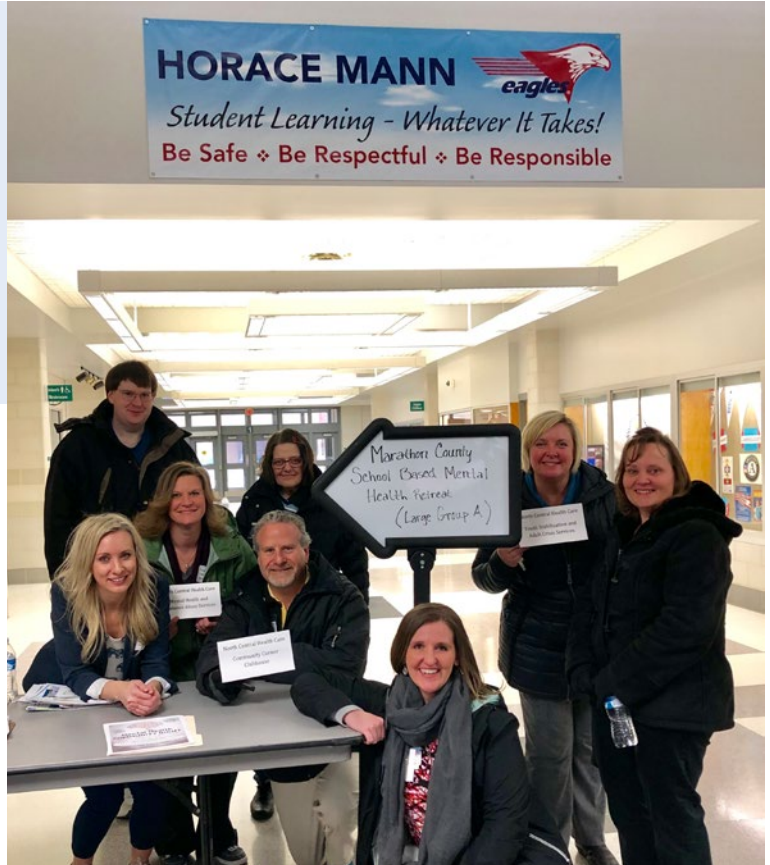
CHECK OUT MORE VIDEO AND PHOTOS OF THE EMPLOYEE OF THE MONTH CELEBRATION ONLINE!!!!



MARATHON COUNTY MENTAL HEALTH SCHOOL-BASED COUNSELING RETREAT

Horace Mann Middle School

NCHC recently participated in the Marathon County Mental Health School-Based Counseling Retreat at Horace Mann Middle School on January 21. The purpose of the retreat is to allow Marathon County counseling clinics and community organizations the opportunity to present student-service information to pupil service representatives from each Marathon County school district. NCHC and community organizations had time to present service details in front of the large group. Afterward, NCHC was able to share program information and marketing materials with more specific information and answer additional school/personal questions. Great job team.



HAVING A LITTLE FUN IN HUMAN RESOURCES

Happy Birthday Chris Bleck

The Human Resources team had a little fun with Chris Bleck for her birthday this week. You can tell Chris enjoyed the great pink sign on her door! Happy Birthday Chris! We hope you had a great birthday!



Advancing with ADHD

Presented by Kristine Shiverick, ADHD & Executive Functioning Coach

Tuesday, January 29th, 6pm - 7:30pm

Attend this **FREE** session to learn more about this common childhood disorder and its implications for the children living with it. Spend the evening interacting and getting tips for enhancing productivity by understanding and using strategies to support your child's executive functioning in everyday life.

Parents/guardians, childcare providers, teachers, and anyone else who wants to learn more about ADHD are welcome to attend!

Programming is free but registration is required!

Call: 715-848-1457

Text: 715-937-8910

Email: ENowicki@CHW.org

Program located at: The Children's Hospital of Wisconsin, 705 S 24th Ave, Suite 400, Wausau.



Program is funded by Marathon County and Marathon County United Way and are provided free of charge. Programs are not a DCE, Wausau, Spencer, Stratford, or Newman Catholic School District sponsored activity and the opinions expressed are not necessarily those of the school district or their personnel.

SPECIAL SCREENING & OVERDOSE PREVENTION TRAINING

"This gripping film will change the way you look at America's opioid crisis." - Jane O'Brien BBC News



January 29th OR March 6th from 11AM-1PM

Screening from 11AM-12:20PM, Overdose Prevention Training @ 12:30PM

North Central Health Care Theater

1000 Lake View Drive, Wausau WI 54403

All training participants will have the opportunity to receive two free doses (nasal) of the life-saving opiate overdose reversal medication, Narcan®

No Cost! Registration is requested, but not required!

<https://writtenoffodpretraining.eventbrite.com>

Hosted by the AOD Partnership & AIDS Resource Center of Wisconsin



Kim Walker-Daniels puts on a knitting how-to with Lakeside Recovery employees.

LOOMING TOGETHER Lakeside Recovery Staff Learn A New Skill

The Lakeside Recovery Team got together to learn a new skill. Kim Walker-Daniels, Psychiatric Nurse Practitioner at NCHC taught Lakeside staff how to knit with a loom. The entire group had fun learning a new skill enjoyed displaying their works in progress! Great job team. We may have to order up some warm winter wear from you all!



Jamie Heil and Marsha Hickman show off their creative skills.



Mike Frankel shared information Project Connect at The Salvation Army in Wausau.

COMMUNITY OUTREACH Project Connect

NCHC recently attended Project Connect, an event at The Salvation Army in Wausau that connects our community members with information about housing and community resources. A free lunch was served to all attendees and Mike Frankel from Community Corner Clubhouse shared information about NCHC's mental and behavioral health programs from across the organization. Great job Mike! Thank you for taking time for this important community connection!

FREE FOOD @ 5:45PM & CHILD CARE PROVIDED!

ATTENDEES ENTERED INTO \$50 GAS CARD RAFFLE

Mental Health COMMUNITY NIGHT

Thursday, January 31st || 6:00-7:00pm
CRESKE AUDITORIUM

This event is open to all families, 4K through 12th grade.
Mental Health COMMUNITY NIGHT
will provide information, resources, and tools that can help promote positive mental health. Carrie Paiser, Counselor from North Central Health Care will give a brief presentation on mental health trends of our youth. After, we will have several community agencies and supports present, sharing what services they provide within Marathon County for students and parents.

RSVP TO YOUR SCHOOL COUNSELOR

Polly Grunwaldt Mosinee Elementary pgrunwaldt@mosineeschools.org 715-693-2510 ext 2244	Robbie Grzadziewski Mosinee Middle rgrzad@mosineeschools.org 715-693-3660 ext 2318	Gina Struble / Katie Guthman Mosinee High gstruble@mosineeschools.org 715-693-2550 ext 2619
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(WALK-INS ALSO WELCOME)



NEWS, UPDATES, LINKS, STORIES, PHOTOS, VIDEOS!
GET SOCIAL! #IamNCHC

WATCH FOR THE NCHC TABLE AT THIS EVENT!



Marijuana & Youth Series ~ February-May 2019

The AOD Partnership, with the support of Ascension St. Clare's Hospital & Northcentral Technical College, is proud to bring this four-part series featuring nationally-recognized speakers to central Wisconsin!

The Current State of Marijuana
February 5th, 2019
from 1:30-4:30PM
NTC Conference Center

Monte Stiles will provide an overview of the impact of marijuana on communities & help lay a foundation of understanding in regards to common key terms associated with marijuana use. Lunch included at 1pm!



Latest in Trends, Products & Culture
February 28th, 2019
from 8:30-11:30AM
NTC Main Building, E101/E102

Jermaine Galloway, aka Tall Cop, will share the latest in marijuana trends & products, as well as provide insights into the culture of drug use and how it impacts youth. Breakfast included at 8AM!



Youth Brain Development & the Science of Addiction
To Be Determined – Stay Tuned!

This session will also include tips for adults in the community (including parents) on how to talk to youth about the possible negative effects of marijuana.

Cost: \$18/Session
Materials, Refreshments & 3 CEUs Included! Attendees do not need to attend all four sessions! All are welcome!

What Works – Strategies to Prevent Youth Use
May 6th, 2019
from 8:30-11:30AM
NTC Conference Center

Joe Eberstein will offer strategies and messages that communities can use to prevent youth marijuana use based on lessons learned from around the US. Breakfast included at 8AM!



Check out the conference page for more details!

<https://www.ntc.edu/calendar/2019/02/05/marijuana-and-youth-4-part-series>

Note: The views or opinions expressed by the presenters in this series do not necessarily reflect those of the sponsors, nor do they reflect any official policy or position.

Join us for our next AOD Partnership meeting on Tuesday, February 5th from 11:30AM-1PM in the new Northcentral Technical College Conference Center for a special screening of the documentary **Chronic State** which examines the impact of marijuana on communities. View the trailer online at <https://vimeo.com/285486451>

22nd Annual
Understanding Grief Spring Seminar 2019

Presented by: **Wings**
A Grief Education Ministry

SEMINAR ONE
Shattered Dreams, Resiliency—Finding Hope
A community seminar for grief, healing and hope.
Thursday, April 4, 2019 | 7:00 - 9:00 pm
Free of charge and open to the public

SEMINAR TWO
Grief and Hope in Life's Intersections: Multiple Responses to Immediate and Chronic Sorrow
A seminar that explores grief and compassionate bereavement support.
Friday, April 5, 2019 | 9:00 am - Noon
Fee: \$50

Partner sponsor: **ASPIRUS**
Passion for excellence. Compassion for people.

About the Presenter - Ted Bowman
Ted Bowman is an educator, author and consultant who specializes in change and transition, whether it occurs in families, an organization, or the community. His emphasis is on aiding people in utilizing their strengths and the resources of others in facing change and transition. He became an adjunct faculty member at the University of Saint Thomas in 2006, teaching a graduate social work course on grief and loss, which continues.

Ted Bowman has many credentials. From 1985-1996 Ted was Senior Trainer for the Wilder Foundation located in St. Paul, Minnesota. Ted taught Family Education courses at the University of Minnesota from 1981-2012. He was an adjunct faculty member of the National Center for Family Literacy in Louisville, Kentucky from its beginning through 1992; United Theological Seminary from 1989 through 1996; and he was a guest faculty member for the School of New Learning at DePaul University in Chicago during summer 2009.

Ted Bowman has published more than 90 articles, chapters, booklets, and poems. His two booklets will be available for sale at the seminars.

Ted has served on many boards, local and national. He was a national advisory member of Practical Parenting Partnership, a Missouri program. He was a member of the board of directors for the National Association for Poetry Therapy from 1993 to 2008. Locally, he was a board member of the Minnesota Coalition for Death Education and Support from 2006 to 2012 and Minnesota-Uruguay Partners of the Americas. He also served a six-year term on the Committee on Ministry for the Minnesota Conference of the United Church of Christ from 2006-2012; and he was on the board for the Block Nurse program in his neighborhood community.

Ted received the Minnesota Council on Family Relations Distinguished Service to Families Award in 1979; the Friend of the Network Award from the Minnesota Vocational Consumer and Family Education Network in 1988; and the St. Paul Civitan Club Clergy Award in 1994. He was a Minnesota delegate to the 1980 White House Conference on Families. In 2008, he received the Outstanding Achievement Award from the National Association for Poetry Therapy. Ted is married, the father and stepfather of four children, and a grandfather of five "grand" children.

SPONSORSHIP
Event Host: Wings-a Grief Education Ministry
Partner Sponsor: Aspirus Comfort Care and Hospice Services
Key Sponsors: Brainard Funeral Home & Cremation Centers
Helke Funeral Home & Cremation Services
Peterson/Kraemer Funeral Homes & Crematory

Wings™ acknowledges the support of many other community sponsors and individuals who make this program possible. A complete list will be posted at the seminar and available at the website after the event. www.wingsgrief.org

Continuing Education - CEUs
Continued Education Units are approved by the WI Department of Safety and Professional Services. For details, call Nami at 715-845-4159.

For more information or questions about these programs, call Wings-a Grief Education Ministry, Nan or Gary Zastrow 715.845.4159 or email wings1@charter.net
Or Aspirus Comfort Care and Hospice Services Any Kitesemmel 715.847.2703

NAMI Family-to-Family
National Alliance on Mental Illness

NREPP
Included in SAMHSA's National Registry of Evidence-based Programs and Practices

What is NAMI's Family-to-Family Education Program?
NAMI Family-to-Family is for families, caregivers and friends of individuals with mental illness. The course is designed to facilitate a better understanding of mental illness, increase coping skills, and empower participants to become advocates for their family members. The course consists of 12 two-and-a-half hour sessions. Trained family members teach the course who know what it is like to have a loved one living with mental illness. The Family-to-Family Program is offered at no cost to the participants.

NAMI Northwoods will offer its NAMI Family-to-Family Education Program beginning Tuesday February 5, 2019. The class will be held from 6:00 – 8:30 at Grace United Church, 535 S 3rd Ave. Wausau, WI. Must be committed to attend 10 out of 12 sessions. Registration due by January 31, 2019

“This course overall was the single most, without a doubt, helpful and informative thing ever offered in all my years searching for answers... It has helped me to understand better and communicate more effectively with my brother.”

NAMI Northwoods
National Alliance on Mental Illness

Register online at Naminorthwoods.org
email nami.northwoods@gmail.com
or call 715-432-0180

About NAMI Affiliate
NAMI Northwoods and dedicated volunteers, members and leaders work tirelessly to raise awareness and provide essential education, advocacy and support group programs for people in our community living with mental illness and their loved ones.



Marijuana & Youth

A Four-Part Series

Northcentral Technical College-
Wausau Campus

hosted by the Marathon County AOD Partnership & Ascension St. Clare's Hospital, with the support of Marathon County Health Department Staff & Northcentral Technical College

The Current State of Marijuana—Feb 5th from 1:30-4:30PM—Monte Stiles, a former State/Federal Prosecutor (ID), will provide an overview of the impact of marijuana on communities & help lay a foundation of understanding in regards to common key terms associated with marijuana use. *Lunch included at 1pm!*

Latest in Marijuana Trends, Products & the Drug Culture—Feb 28th from 8:30-11:30AM—Officer Jermaine Galloway, aka Tall Cop Says Stop (TX), will share the latest in marijuana trends, popular products, as well as provide insights into the culture of drug use & how it directly impacts youth. *Breakfast included at 8AM!*

What Works in Marijuana Prevention—April 1st from 8:30-11:30AM—Joe Eberstein, from the Center for Community Research (CA), will offer strategies that communities have & can use to prevent youth marijuana use based on lessons learned from around the United States. *Breakfast included at 8AM!*

The Teen Brain & Marijuana—May 6th from 8:30-11:30AM—Dr. Sion Kim Harris, from Harvard University & Boston Children's Hospital (MA), will break down the impact drugs can have on the developing teen brain, & how to talk to youth about marijuana. *Breakfast included at 8AM!*

Cost: \$18/Session (Materials, Refreshments & 3 CEUs Included)
Attendees do not need to attend all four sessions! All are welcome!

Register today at www.ntc.edu/calendar/2019/02/05/marijuana-and-youth-4-part-series

Disclaimer: The views or opinions expressed by the presenters in this series do not necessarily reflect those of the sponsors & supporters, nor do they reflect any official policy or position.



ASSET BUILDERS PRESENTS
The 12th Annual Wausau

FINANCIAL WELLNESS CONFERENCE

Saturday, February 9, 2019
Northcentral Technical College
Center for Health Sciences
8:30 AM—1:30 PM

Free light breakfast & lunch
Free copy of your credit report
and Fabulous door prizes!

Learn personal finance concepts that can have an immediate, positive, pocket-book impact and that can set you up for a much better financial future.

The Conference delivers high-quality, affordable, and unbiased education—no selling or pressure to open accounts of any nature. Invest in yourself by attending!

Sample Classes and Conference Features

- Energy Conservation Tips
Kelly Zagrzebski, WI Public Service
- ID Theft and Other Scams - How to Stay Safe
Jeff Kersten, WI Dept. of Agriculture, Trade, and Consumer Protection
- Get the Most from Your Medicare and BadgerCare Benefits
Rhonda Grabko, United Healthcare
- Debt SOS: Staying Afloat
Katie Matz, CoVantage Credit Union
- Cooking Matters: Buying and Preparing Nutritious Food
UW Extension
- Resume Building - How to Make Yourself an Attractive Job Candidate
Jordyn Wadle, County Materials
- MyMoneyCheckUp®, an online tool that gives an assessment of a consumer's overall financial health.
- Credit reports with credit score printed onsite; one-on-one consultations with credit experts
- Age-appropriate instruction for students between the ages of 6 and 18
- Free childcare for kids 2 and up.
- Campus tour of NTC starting at 1:45 pm

YENGYEE LOR

Faithful Consulting LLC

KEYNOTE SPEAKER

Yengyee is the founder and CEO of Faithful Consulting LLC, a social change mission-driven leadership and team coaching and consulting business. Her work is centered around developing authentic, empowered, high-performing, high-quality leaders.



Cost: Before Feb. 1 - \$2 for adults and free for kids under 18. After Feb. 1, \$4 adults and \$1 kids. Call for info about scholarships.



To Register <https://tinyurl.com/ycukk55v>

Contact Asset Builders
for more information.
866-304-6896

www.assetbuilders.org Asset Builders



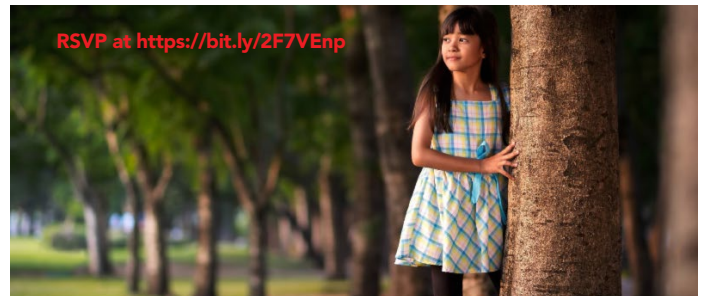
Room Change!

Tuesday, February 5th
from 11:30am-1:00pm at
Northcentral Technical
College in their new
Conference Center

Check out the [trailer](#)
online today or view the
entire 55 min
documentary **anytime!**

<https://vimeo.com/285486451>

Join us for a public showing
of the new documentary
which examines the impact
of marijuana on communities,
including youth.



RSVP at <https://bit.ly/2F7VEmp>

All across Wisconsin, childhood adversity is hiding in plain sight.

UPCOMING TRAININGS:

January 29, 2019 | 4-6pm
March 13, 2019 | 4-6pm
June 6, 2019 | 4-6pm

All trainings will be hosted at
the Wausau Police Department
Community Room.

Anyone is welcome to attend!

RSVP required [HERE](#) or
call 715-261-1926

The Wisconsin ACE
Interface curriculum
provides communities with
an introduction to adverse
childhood experiences (ACEs)
and brain development.
Trainers from nearly 30
Wisconsin child welfare,
human service and other
agencies volunteer their time
and resources to facilitate the
first step in the creation of
self-healing communities.

About Wisconsin ACE Interface trainings

Our volunteer trainers teach
schools, health systems, law
enforcement agencies and other
community groups to identify
and respond to the toxic stress of
childhood adversity.

Following curriculum developed by
Laura Porter, co-founder of ACE
Interface, LLC, and Dr. Robert Anda,
co-principal investigator of the
original ACEs study*, the Wisconsin
ACE Interface is geared toward
building self-healing communities.

Wisconsin ACE Interface mission:

Promote awareness of ACEs
throughout Wisconsin; to create a
shift in perspective in how we view
health and social issues and; to
inspire a new approach to building
healthy and resilient communities.

To learn more: Visit SaintA.org/WACEinterface or contact Sara
Daniel, Director of SaintA Clinical
Services, at 414.465.5711.

*ACEs study: Kaiser Permanente Southern
California and Centers for Disease Control and
Prevention. Robert F. Anda, MD, MS and Vincent
Felitti, MD.



Marathon County Crime Stoppers Inc.

Click [here](#) for this week's Crime of the Week.

<http://marathoncounty.crimestopper-web.com/crimeoftheweek.asp>



tidbits on benefits

CONNECTING YOU WITH INFO AND RESOURCES

"For Employees" Page on Our Website

So you are at home and sick...yuck. You need to get to the Employee Health and Wellness Center, but can't find the number or the hours? LOOK ONLINE!!!

Go to our website, www.norcen.org and click the **For Employees** link at the bottom of the home page! Phone numbers and hours of operation are available 24-7 for you! Feel better soon!

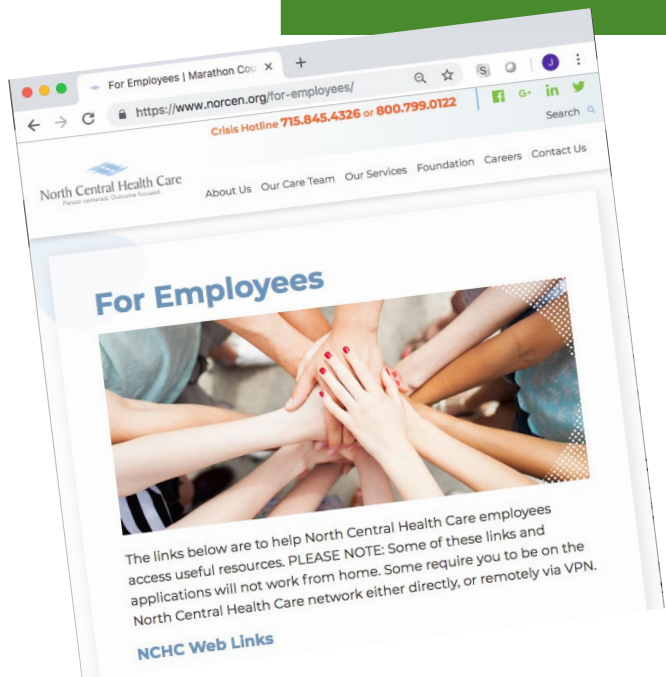
EMPLOYEE HEALTH & WELLNESS CENTER

1100 Lakeview Drive, Wausau, WI
North Central Health Care Campus
Door 25

Schedule an Appointment:
715.843.1256 or MyAspirus.org

Clinic Hours

Monday - Wednesday - Friday: 8:00 am - 4:30 pm
Tuesday: 6:30 am - 3:00 pm
Thursday: 10:00 am - 6:30 pm



REMINDERS FROM HUMAN RESOURCES

PLT Payout and Pay Stub Review

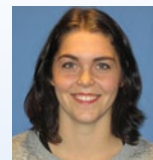
The PLT Payout was paid on the pay check dated Friday, January 18. Please remember as you review this paystub, to make sure that their benefit deductions are accurate and your address is correct. Thank you!

HR insights

EMPLOYEES ON THE MOVE

Congratulations on Your Recent Promotion!

Olivia Dums recently transitioned from Physical Therapy Aide to Lead Physical Therapy Aide in Aquatic Services. Congratulations Olivia!



Position Posting

Title: Protective Services Representative

Status: Full Time

Location: Wausau

Apply Online: <https://bit.ly/2DyJnGC>

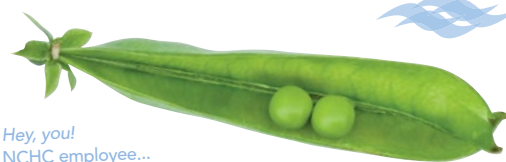
The Protective Services Representative is responsible for coordinating necessary actions for the appointment of a guardian and protective services or placement, including required evaluations, organizing follow up, completing necessary court reports for cases on assigned case load and conducting adult/elder abuse/neglect investigations.

Minimum Education

Bachelor's degree earned from a four year college or university academic program.

Minimum Work Experience

One to three years experience.



Hey, you!
NCHC employee...

Do YOU know someone who is as awesome as YOU?

Text "Refer" to 715.598.3663 and you are eligible for a referral bonus when they join our team!

When we get your text, HR will take it from there. What are you waiting for?!

Refer and earn a \$500 Referral BONUS!!



ATTENTION EMPLOYEES: THERE HAS BEEN AN IMPORTANT CHANGE REGARDING THE 1095 FORM(S) AND YOUR TAX FILINGS

On November 29, 2018, the IRS released Notice 2018-94, which provides an automatic extension to all employers on furnishing these forms to you. The deadline for these forms to be furnished to you is now **MARCH 4, 2019**.

YOU WILL BE ABLE TO COMPLETE AND FILE YOUR TAXES WITHOUT YOUR 1095 FORM(S) OR PROOF OF MEDICAL INSURANCE COVERAGE! YOU WILL NOT NEED TO AMEND YOUR FILINGS UPON RECEIPT OF YOUR 1095 FORM(S)!

Just like last year, your 1040 Tax Form for 2018 will ask if you had medical insurance coverage for all 12 months. Although the 1095 form(s) are not needed to complete your taxes for 2018; employers and insurance providers are required to furnish these forms to their employees.

ADDITIONAL INFORMATION AND SAMPLES:

You will be receiving these forms because in 2014, the Affordable Care Act began requiring all Americans, with few exceptions, to have health insurance or pay a penalty of the greater of 2.5% of your household income or \$695.00 per person (\$347.50 per child under 18). The maximum penalty per family is \$2,085. The Affordable Care Act also requires that all employers who have more than 50 full time employees, offer coverage to their full-time employees.

In 2019, the IRS is requiring that each employer with over 50 full time employees report to the IRS the coverage they offered to their full time employees in 2018. Eligible employees will receive a form called a 1095-C. As a self-insured health insurance plan, your employer is required to disclose the offer of coverage in Parts I, II, and III of the 1095-C form. The form will look like this:

b00115

Form **1095-C** **Employer-Provided Health Insurance Offer and Coverage** VOID CORRECTED **2018**

Department of the Treasury Internal Revenue Service

Do not attach to your tax return. Keep for your records. Go to www.irs.gov/Form1095C for instructions and the latest information.

Part I Employee **Applicable Large Employer Member (Employee)**

1 Name of employee (last name, middle initial, first name) 2 Social security number (SSN) 7 Name of employer 8 Employer identification number (EIN)
 3 Street address (including apartment no.) 9 Street address (including room or suite no.) 10 Contact telephone number
 4 City or town 5 State or province 6 Country and ZIP or foreign postal code 11 City or town 12 State or province 13 Country and ZIP or foreign postal code

Part II Employee Offer of Coverage **Plan Start Month (enter 2-digit number):**

All 12 Months	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
14 Offer of Coverage (enter required codes)												
15 Employee Required Contribution (ask manufacturer)	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

16 Section 109921 State factor and Other factor (enter code if applicable)

Part III Covered Individuals If Employer provided self-insured coverage, check the box and enter the information for each individual enrolled in coverage, including the employee.

(a) Name of covered individual(s) First name, middle initial, last name	(b) EIN or other TIN	(c) COB (if SSN or other TIN is not available)	(d) Covered all 12 months	(e) Months of Coverage											
				Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
17			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

For Privacy Act and Paperwork Reduction Act Notice, see separate instructions. Cat No. 60705M Form 1095-C 2018

If you accepted the health insurance offered by your employer, Part III of the 1095-C form will disclose the coverage you took and who was covered under your plan, month by month.

Q. Does this mean I can file my taxes without my 1095 form?

A. While information on these forms may assist in preparing a return, the forms are not required to file your taxes. You can prepare and file your returns using other information about your health coverage.

Q. Will I receive a 1095 form(s)?

A. If you are supposed to receive a form but do not receive your form by March 18, 2019, please contact your Human Resources department.

Q. Do I need to keep my 1095 form(s)?

A. Please keep these forms with your other tax records as these forms are important tax documents.

Q. What do the codes on Line 14 mean?

A. The codes listed on line 14 describe the coverage that your employer offered to you and if it was offered to

your spouse and dependent(s), if any. These codes were provided to your employer by the IRS, and you will receive a copy of the codes with your form.

Q. Why is the amount on Line 15 of the 1095-C form different than the amount I pay for health insurance?

A. Although you may pay more than the amount listed on Line 15, the IRS requires that the employer put the premium an individual would pay for the lowest cost plan for single coverage only. This is how the IRS determines if the plan was affordable.

Q. What do the codes on Line 16 mean?

A. The codes listed on line 16 describe your employment and health insurance enrollment status. These codes were also provided by the IRS, and you will receive a copy of the codes with your form.

Q. Will my dependents receive a 1095-B form if they were covered on my insurance?

A. No, since your employer is self-insured, Part III of the form will list each month you and your dependent(s) were enrolled in coverage for at least **one day**.

Q. What if I had coverage through somewhere other than my employer?

A. If you were full-time and benefit eligible then you will still receive a 1095-C form that will provide information on the offer of coverage made to you by your employer. However, if you were not covered by your employer's plan you will need to request a copy of the 1095-B or 1095-C form from the person covering you on their insurance. If you took coverage through the federal or state Healthcare Marketplace you will receive a 1095-A form.

Q. Will I get a form if I did not take any coverage?

A. If you were full-time and benefit eligible then you will still receive a 1095-C form that will provide the information on the offer of coverage made to you by your employer. You will still need this form even if you had coverage elsewhere or did not have any coverage at all. However, you will not receive a 1095-B form.

Q. What if I do not receive a 1095-C form?

A. You will only receive a 1095-C form if you are a full time employee and completed your waiting period for benefits. If you are a part time or variable hour employee, you will not receive a 1095-C form unless you had medical coverage with your employer. If you were on COBRA or Retiree continuation coverage in 2018, you will receive a form. If you should have received a 1095-C form and did not, then please contact your Human Resources department.

Q. What action do I need to take?

A. The IRS will be receiving a copy of your forms by March 31, 2019. It is imperative that you review the forms for any errors. If a Social Security Number or Tax Identification Number is missing or incorrect, please let your HR Department know immediately. This may affect the IRS' ability to confirm you and your family had coverage.



WHAT'S 4 LUNCH?

WAUSAU CAMPUS CAFETERIA

Cafeteria Hours: Open 7am – 5:30 pm

A Cashier is on duty from 9:00am – 10:00am , 10:30am – 1:30pm.
When a cashier is off duty, an honor system is used for food purchases.

Serving Soup, Salad and Lunch Entrée Option Monday – Friday.

All hot sandwiches, hot foods and cold bar items are \$.35/ounce.

Soup: \$1.25 Cup | \$2.00 Bowl



JANUARY 28 – FEBRUARY 1, 2019

MON 1/28 Campbell's Tomato Soup

Taco Bar

Hamburger on Bun

Potato Salad and Baked Beans
Snicker Doodles

TUES 1/29..... Navy Bean Soup

Hot Turkey on Croissant
with Hollandaise Sauce

Lemon-Herb Baked Fish

O'brien Potatoes
Peas
Banana Cream Pie

WED 1/30 Chicken Noodle Soup

BBQ on a Bun

Boiled Dinner

Fresh Dinner Roll
Carrots
Peaches

THUR 1/31 Stuffed Green Pepper Soup

Homemade Pizza

Swedish Meatloaf

Mashed Potatoes
Peas & Carrots
Mounds Bar

FRI 2/1 Cream of Cauliflower Soup

Reuben

Sweet & Sour Glazed Chicken

Scalloped Potatoes
Mixed Vegetables
Strawberry Sauce & Buttermilk Biscuit



Marathon County
Employees Credit Union

Why MCECU?

Marathon County Employees Credit Union has been serving NCHC's employees and their families since June 9, 1965 when we were started by nurses as a place to borrow and save.

In addition to being a full-service credit union, we also offer many unique benefits including on-site hours each week at NCHC, inter-office communications and email, personalized service, and friendly staff that are willing to go above and beyond to help you with all your financial needs.

Already a Member? Thank You!
Not a Member? Come see what we are all about!

www.mcecu.org • 715 261-7680

cuteller@co.marathon.wi.us
400 East Thomas Street Wausau, WI 54403

Help Us Spread the Word About Stop, Starting It!

Do you have colleagues who would benefit from the Dementia Training? Any Caregiver can take this great workshop led by Cagney Marting and Merry Wimmer!

STOP, STARTING IT!



changing your approach to dementia care

An innovative, intense & interactive dementia care workshop created for ALL CAREGIVERS • Register online today!

Combative.
Resistive.
Wanderer.
Sundowner.
Feeder.
Angry.

These are the words people use to describe people living with dementia. Your words, language and attitude shape perceptions. What is your approach? How does this affect others? What is your reaction? How much do you know about yourself, your team and your impact?



This full-day, innovative dementia care workshop is designed for ALL CAREGIVERS regardless of where you work. This interactive training focuses on re-framing your behavior instead of "managing" that of the person with dementia.

Wausau – February 21, 2019

Also 6 Events in 6 Different Cities in WI!
February – August 2019

Presented by North Central Health Care
Person centered. Outcome focused.

norcen.org/StopStartingIt

\$75
per person
50 seats per
session