

Unity Connection

A publication for the employees and volunteers of Unity Health System • www.unityhealth.org • Winter 2012

A Moving Experience: Opening the New Golisano Center



The first patient transferred to the Golisano Center, received flowers from staff. Front row (l to r): Staff nurses from Unit 3600 Lauren Ehrmentraut and Marla Rodas, clinical leader; Willy Brooks, patient; Marge Civitello, staff nurse; and LaToya Bess, patient services representative. Back row (l to r): LaShay Johnson, nursing student; Mike Watts, patient transporter; Ruth Livermore, staff nurse; Daishawn Washington, patient transporter; and Kelly Maier, social work coordinator.

Something like this had never happened before in the 35 years that Unity Hospital has been in operation. After years of

planning, countless hours of discussions, and dozens of staff involved, the transfer of 108 patients from units in the Hospital to

temporary rooms in the newly renovated Golisano Center (formerly the Park Ridge Living Center) began on November 28. The four-day event was preceded by days of relocating equipment and supplies necessary to care for patients.

Units were emptied so that the renovations to the 200 and 300 towers of the Hospital building could begin. Over 100 staff members were on the relocation team, including nurses, patient transporters, support staff departments, and volunteers.

"We've been carefully planning this move for nearly two years, and everyone has been incredibly supportive," said Bob Donahue, vice president of Corporate & Ancillary Services. "Thinking through all the resources we'd need for this project involved almost every area of the Hospital."

Patient safety and comfort were the team's top priorities – and cross-functional teams came together to create different strategies for the relocation, like moving pa-

continued on page 3

Diabetes Center Launches Unique New Online Community

In October, Unity Diabetes Center launched its Online Community-- a dynamic, interactive website dedicated to helping people manage their diabetes by providing tools, such as healthy living tips. It also offers members the opportunity to connect with and learn from others, through online chats and Q&A sessions with Unity experts, as well as discussions with other community members led by "ambassadors."



Kim Graham

Kim Graham, director of Education Services, serves as an ambassador of the Online Community. Graham was diagnosed with diabetes 29 years ago, when she was in seventh grade. "I love sharing my stories with others who have diabetes and learning from them, too," said Graham. "If you're having a bad day, you can go there and find people who know how you feel."

"The great thing about the Unity Diabetes Center Online Community is that people who come to the site can listen and learn from experts and patients alike," said K.K. Rajamani, M.D., medical director of Unity Diabetes Center. "It is truly interactive, and very user friendly. We're confident that those who try it out will come back again and again."



K.K. Rajamani, M.D.

Visitors join the site at no cost and take part in a variety of discussion forums. The community includes an event calendar, weekly tips, and an ongoing series of online chats.

"I hosted the first online chat session in October and it was a rousing success," said Robert James Bingham, M.D., a Unity endocrinologist and one of the regularly contributing experts in the new community. "The participants were really engaged, asking great questions, and sharing insights with one another, in addition to the advice we were able to provide."



James Bingham, M.D.

For more information, contact Unity Diabetes Center at 368-4560 or visit www.unitydiabetescommunity.com.

Park Ridge Child Care Center Expansion Completed

Interested in enrolling your child or touring the Park Ridge Child Care Center? Call 723-7543 today!

When Tracey Frank, director of the Park Ridge Child Care Center, walks into the Tiny Turtles, Lady Bugs, and Little Pups classrooms at the Center, it's because she enjoys taking a hands-on approach as its director of Child Care Services. Frank knows each child by name and speaks to children who pass her way. She offers an extra dose of TLC to the babies in the infant room.

These days, she provides a hug and a "how are you?" with a special splash of enthusiasm for the younger children's vibrant new surroundings. The Center's expanded infant and toddler area opened October 7, making room for 28 more children.

The Center is open to Unity families and community members, like Bethany Magin of Rochester, who bubbles with gratitude for the expansion, which made it possible for her son, Ryan, to attend what she calls "the best day care center in Rochester."

Park Ridge was, in fact, the first in the



Bethany Magin enjoys some play time in the infant room at the Park Ridge Child Care Center with her son, Ryan.

country to earn Pathways National Accreditation from the Children's Institute in 2009, and Frank said she continues to look for new ways to improve it.

The expansion project added three new classrooms, a staff lounge, rooms for the speech and occupational therapists who come in to provide services, more space for sanitizing toys, a director's office, and an infant/tod-

dlar playground.

Magin is particularly pleased that the play area has a roof for sun protection, but said, "Most important, this expansion has made the transition back to work as a new mother a little easier. When I walk through the doors at Park Ridge Child Care Center, I know that my son will be safe and well cared for."

Message from Warren

Things to be thankful for



Warren Herr

On any day of the year, we care for thousands of people. Since January, over 10,000 patients were admitted and cared for at Unity Hospital. We received about 50,000 patients in need of urgent or life-saving medical care in our Emergency Center. We also heard Brahm's Lullaby announce the arrival of a new baby at the August Family Place more than 1200 times this year. In the past 11 months, staff of Unity Chemical Dependency helped more than 2100 clients work on becoming drug-free. In our community, 2335 clients have received care right in their homes by our Home & Community Based Services team.

So many of them say "thank you" either by sending us letters or nominating staff for Guardian Angel awards. To date, over 1500 employees have received one or more Guardian Angel nominations. The letters from those we serve, like the one sent to Unity Physical Medicine & Rehabilitation at Ridgeway on page seven of this newsletter, use words like "compassionate," "kind," and "caring" to describe our staff. For Unity, that's best said by one phrase we use for all that you do—How health care should be.

As I reflect on the wonderful stories of care I hear about, I think about the many things I will give thanks for this holiday season. Many things come to mind, so I will share only a few.

I have a tremendous appreciation and gratitude for the many donors who support our mission through their generosity. Thanks to them, we accomplished many things, including the purchase of a new mobile medical unit, so that we could continue providing much-needed services to our community's homeless men, women, and children. From a \$75 donation made on behalf of a student from the Penfield High School Honor Society to the \$1 million gift from the families of Charles and Burt August announced in September—each and every gift makes a difference.

I am thankful to be surrounded by dedicated employees, who share a genuine spirit of giving. This year, we demonstrated our generosity through community initiatives, such as raising \$286,000 for the 2011 United Way Campaign (which earned us the recognition of being the Rochester employer with the largest increase in donations), and giving nearly 1,000 hours of community service during the Day of Caring. Our efforts helped thousands in our community; 727 of them from our own Unity Family.

Every day, we achieve great things. We offer top-rated health care to our patients through our primary care, Ob/Gyn, and dental offices. We keep elders at our Living Centers safe and comfortable. We provide advanced life-saving and life-changing care at Unity Hospital, our Physical Medicine & Rehabilitation offices, our Diabetes Center, and ACM Medical Laboratory sites, just to name a few.

Indeed, I am fortunate to work in an industry that not only cares for people, but also cares about people. To be a leader of over 5300 people like you who provide quality care to the people of Rochester and beyond, and know we are working together to build a healthier and brighter future for those we serve—these are things to be thankful for.

Unity Expands Surgical Offerings

Unity Health System has signed an agreement to purchase the Linden Oaks Surgery Center, a freestanding, multi-specialty outpatient surgery center located in Penfield.

Unity leaders note that the Center will benefit patients and Unity. "With advancing technologies, the outpatient setting has become preferred for a number of surgical specialties, including ophthalmology, podiatry, plastics, and orthopaedics," said Stewart Putnam, chief operating officer of Unity Hospital. "Free standing surgical centers provide for easy access and greater efficiency, and result in lower costs to patients."

This purchase enables Unity to expand our surgical offerings, to maximize capacity across two settings, and to meet the projected future needs of our community's aging population. Unity is waiting for final approval by the New York State Department of Health in 2012.



Unity Expands Services in Brockport

The Town of Sweden recently granted approval to begin construction of a new medical office building in Brockport to house several Unity services. Gallina Development will begin construction on a new 18,000 square foot, one story building located in the Wegmans Plaza on Routes 19 & 31. It will provide a new location with expanded space for Unity Ob/Gyn at Brockport and an ACM Medical Laboratory patient service center, which have been located in Brockport for over 10 years. The building will also provide space to additional new services to the community.

New Unity services at Brockport will include family practice and specialty services,

such as endocrinology, diabetic education, neurology, vascular surgery, infectious disease, pulmonology, and physical therapy. Basic imaging and mammography will be provided by Borg & Ide.

This expansion enables Unity to bring needed health care services closer to home for existing Brockport patients, who now travel to Greece and other Unity locations. At the same time it creates some needed capacity within Unity's Rochester locations.

Unity has filed a certificate of need (CON) to obtain New York State Department of Health approval. Occupancy is tentatively planned for early summer 2012.



with Paperless Pay Stubs

Did you know...Unity offers paperless direct deposit pay stubs and annual W-2 tax forms? Signing up for this service is easy and helps Unity save our environment! To use the service, follow the instructions below.

To stop receiving paper pay stubs if you have direct deposit

Log on to Employee Self Service using the same login you used for Open Enrollment.

- Choose:
- Myself
 - Choose Pay
 - Things I Can Do
 - Change Pay Statement Preference
 - Choose Electronic Copies Only

To stop receiving paper W-2 forms

Log on to Employee Self Service using the same login you used for Open Enrollment.

- Choose:
- Myself
 - Choose Pay
 - Things I Can Do
 - Change W-2 Consent Form
 - Choose Electronic Copies Only

If you need help logging in, call Bonnie Testa at 368-3975 or Doug Lansing at 368-3179. If you have questions about electronic statements, call the Payroll hotline at 368-3977.

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Congratulations to Unity's Nurses of the Year!

The March of Dimes held its first Nurse of the Year Awards Gala in Upstate New York October 1. The evening affair recognized outstanding nurses throughout Rochester, Buffalo, and Syracuse who support the March of Dimes' mission. Patients, friends, family, co-workers, and other health professionals nominated nurses in 16 different categories.

At the event, March of Dimes announced its Nurses of the Year recipients, which includes two Unity staff nurses:

Andrea Tudisco, R.N.

Community health nurse for Unity's Health Care for the Homeless Program, won the 2011 March of Dimes Nurse of the Year Award under the Community Health category.

Joshua Smith, R.N., B.S.N.

Staff nurse in Unity Hospital's Intensive Care Unit, won the 2011 March of Dimes Nurse of the Year in the Critical Care category. He was nominated by a patient for that award.

Joshua Smith holds his award at the March of Dimes Gala.

A Formula for Healthy Success

Competitive running may be Mike Woodbury's sport, but hockey and horse racing terms best convey his wellness triumphs: Hat trick ... trifecta ... Triple Crown.

Unity's 49-year-old director of Materials Management has quit smoking, dropped 45 pounds and fulfilled his dream of running 5Ks. It all began in fall 2007 when he snuffed out his 23-year pack-a-day habit with a little help from the drug Chantix.

Step 2 snuck up on him the following February when he wasn't feeling quite right. His doctor suspected diabetes. A week later, he got the "dreaded phone call" confirming it.

"It really shook my world," said Woodbury, who also had high cholesterol.

When he talks about his health challenges and successes — which he's reluctant to do unless it might help someone — you figure out fast that he's a numbers guy. He says his boss, Bob Donahue, vice president of Corporate & Ancillary Services, has hard-wired him to appreciate that measuring things is crucial to reaching a goal.

It's been no different on Woodbury's path to wellness. Consider his glucose lev-

el, which formerly ranged from 170 to the 400s and is now stabilized at 90-100; and his previous 214-lb. weight: now 169.

He started turning things around by making friends with the elliptical machine at the Penfield YMCA and reading voraciously about diabetes, which led to a diet overhaul — shunning sugar and focusing on high-fiber breads, chicken, wheat pasta and vegetables. That regimen knocked off pounds, but he really trimmed down after he began running to help his daughter prepare for U.S. Army basic training. Off-season, he ran on the Y's treadmill, and by last spring, he was ready for the 3.5-mile Chase Corporate Challenge, which he ran in 32 minutes, 43 seconds, for an average pace of 9 minutes, 10 seconds. (His iPhone's Nike app helps him track those all-important numbers.)

Since then he has run eight 5Ks and hit his best average pace at the East Avenue Grocery Run, an 8:14. "That was huge for me," he said. "I really felt good."

The numbers that best tell Woodbury's running story from fall 2010 through November 14:

- 272.6 miles
- 91 runs
- 9-minutes-5-seconds average pace



Mike Woodbury, seen here during the East Avenue Grocery Run 5K Race, one of nine races he has participated in this year.

- 41+ hours, total time
- 35,937 calories burned
- 3 pairs of sneakers expended

So, what's next? Well, with Woodbury's characteristic determination, he's apt to

achieve a 2012 hat trick: competing in 10Ks, logging a half marathon, and dropping another 10 pounds.

Golisano Center from page 1



Joan Kiehl, nursing coordinator for the Hospital Expansion, next to Angela Cavallaro, nursing manager Unit 3300, who is helping Sheri Faggiano, nursing manager Unit 2300, push a patient bed in the Golisano Center.

tients with similar conditions together, and training staff on some new systems.

"From the first stages of planning, to moving the patients, the comfort and well being of those we serve were the top priorities," said Joan Kiehl, director of the Walk-In Care Center at Unity, and the coordinator of the Hospital Modernization & Expansion Project. "Many of the patients were excited about moving to the Golisano Center, and commented about the home-like atmosphere. The staff's quick response to every issue and concern of the patients made a difference in

our success."

During the move, Unity's Guest Services volunteers played a key role. Every day, at least 50 volunteers were on-site helping to guide patients and families to their new locations. They also assisted Hospital staff, and patient advocates with check-ins to make sure patients were settled into their new room.

Patients and their loved ones were impressed with their new rooms, and many shared positive feedback. One patient, for example, said his room was as fancy as a hotel, while another told staff, "I feel like I'm in [Las] Vegas!"

Kiehl notes that effective communication, teamwork, and having a patient-centered approach were the keys to the successful relocation.

"Everyone here has a can-do attitude, which is great," added Kiehl.

These rooms in the Golisano Center will be utilized as patient rooms until 2014, when the modernization of the medical/surgical units in Unity Hospital is expected to be completed. Some of this space will then be transformed to The Golisano Restorative Neurology & Rehabilitation Center. A new outpatient endoscopy unit and a dialysis center will be located on the first floor of the facility, which opens in 2012. These renovations are part of the \$159 million plan to expand and modernize the Hospital.

Learn to Run in 2012 with No Boundaries

Interested in learning how to run? The 2012 No Boundaries Learn to Run program is ready to kick off its spring 2012 session. The program provides group training for people interested in learning how to run just for fun, or for competitive races.

FREE informational meetings, which provide an overview of No Boundaries, will be held on the following dates:

- Thursday, January 26, 7:15 p.m. at Fleet Feet Sports, 2522 Ridgeway Ave
- Monday, January 30, 6 p.m. at Fleet Feet Sports, 2210 Monroe Ave., Brighton
- Tuesday, January 31, 12 p.m. at Unity Hospital DeStephano Conference Room
- Wednesday, February 1, 12 p.m. at Unity St. Mary's East/West Auditorium
- Thursday, February 2, 7:15 p.m. at Fleet Feet Sports, 2522 Ridgeway Ave.
- Monday, February 6, 6 p.m. at Fleet Feet Sports, 2210 Monroe Ave., Brighton
- Kickoff & Orientation - Saturday, February 11 at 8 a.m.

It is not mandatory to attend the informational session to enroll in the program. Through February 6, a fee of \$85 will be charged to participants. It will increase to \$95 after February 6. Through Thrive, Unity's employee wellness program, employees will be reimbursed \$50 if they complete 50% of the group workouts through the 12 week program. Those who received a \$50 reimbursement in 2011 may receive the 2012 reimbursement, if they complete a new training level in the program.

"I've lost 10 pounds, gained strength and an ability to push myself farther than I ever could before," said 2011 No Boundaries participant, Susan Kesselring, staff nurse at Unity Internal Medicine at Ridgeway.

Contact Renee Elwood, employee wellness coordinator, at relwood@unityhealth.org or 368-3733.



2011 Winter No Boundaries participants posed for a photo at Mendon Ponds Park on February 26

Temporary Unit Moves

November 2011 – December 2012

2100 Surgical	stays in	2100 Surgical (Hospital)
2200 Surgical Telemetry	moves to	2400 Surgical Telemetry (Hospital)
2300 Cardiac Stroke	moves to	2600 Cardiac Stroke (Golisano Center)
2400 Cardiac	moves to	2700 Cardiac (Golisano Center)
3100 Oncology	moves to	3600 Oncology (Golisano Center)
3200 Joint Replacement Center	moves to	3100 Joint Replacement Center (Hospital)
3300 Pulmonary	moves to	3400 Pulmonary (Hospital)
3400 General Medicine	moves to	3700 General Medicine (Golisano Center)



THE UNITY
advantage

UNITY scenes



Residents of The Villages at Unity enjoyed an afternoon of entertainment and activity as by playing various drums and other instruments. Pictured here (l to r): residents Anne and Keith Frelund, Richard Leach, James Holden, and Joesphine Mulcahy.

Sheila Davis, finance information system analyst, expresses joy as she crosses the finish of Pound the Ground for Vets 10K race on October 22 at Mendon Ponds Park.



Unity Connection and other information about Unity programs and people are available online!

Visit www.unityhealth.org and click on **STAFF TOOLS** in the upper right hand corner of the homepage.



Laura Peet, primary therapist at Unity Behavioral Health, was among dozens of Unity staff to enjoy yoga classes that were held at Unity St. Mary's Campus this fall.

On Wednesday November 9, Unity celebrated the achievement of Nancy Guelzow, therapy aide at The Cottages at Park Ridge Living Center, an Employee of Distinction from LeadingAge, formerly New York State's Association of Homes and Services for the Aging. Guelzow, seen here with NY State Senator Joe Robach, who praised her for her outstanding work during the celebration.



Unity Advantage: Planning for Retirement

Ensuring financial security in retirement is a challenge facing American workers today and is one of the reasons why Unity offers a retirement program to its employees. This program includes a pension plan, the 403(b) or 401(k) plan, and an employer match.

Pension Plan

The benefit provided by the pension plan is calculated based on your length of service, highest average salary, and your age at retirement. Enrollment in the plan is automatic after one year of service to Unity and completing 1,000 hours in that year. Those enrolled are entitled to a pension benefit after earning five years of vesting service (defined as 1,000 or more hours worked in each calendar year). Vested employees may collect their full retirement benefit at age 65, or they may collect a reduced benefit as early as age 55.

403(b)/401(k)

All employees are eligible to participate in either the 403(b) plan (Unity Health System employees) or the 401(k) plan (ACM Medical Laboratory employees). These plans allow you to set aside pre-tax dollars through automatic payroll deductions into a retirement savings program administered by Diversified Investment Advisors. In addition to assisting with saving for retirement, these accounts lower taxable income.

Matching Contribution

Unity provides eligible employees a matching contribution on their 403(b) or 401(k) deferrals after being employed by Unity for one year and completing 1,000 hours in that year. Additional eligibility requirements must be met annually in order to receive the employer match for any given year. This match, 25% of your deferrals up to a maximum of 1% of your salary, is deposited annually into an eligible employee's Diversified account after the end of the plan year. Employees are vested in the employer matching contribution after earning three years of vesting service (1,000 or more hours worked in each calendar year).

For more information about Unity's retirement benefits, contact Anne Fagioli, retirement plan coordinator, at 368-3528 or afagioli@unityhealth.org. For 403(b) or 401(k) questions or enrollment assistance, contact Mary Lynn Bianchi at 723-7116 or Diversified Investment Advisors at 1-888-676-5512. To enroll online, visit www.divinvest.com.

**DID YOU
CATCH
SOMEONE
LIVING THE
UNITY BRAND
PROMISE?**

Share your story
with Corporate
Communications
at 368-3091

Seeds of change

The highly successful Seeds of Change vegan class series is returning to the Unity Diabetes Center in January.

A low fat vegan approach, coupled with exercise to manage diseases such as diabetes, high cholesterol, weight gain, and hypertension, Seeds of Change consists of four two-hour sessions over the course of four weeks.

The program helps eliminate fatty foods, meat, dairy products, and oils from a daily diet, and introduce whole grains, legumes, fruits, and vegetables.

One participant in the last round of classes summed it up well: "I have enjoyed the classes and have changed my way of eating. I learned a lot more than I had hoped to."

The sessions will be held at Unity Diabetes Center located in Unity at Ridgeway, 2655 Ridgeway Avenue. The cost is \$120*.

New classes will be held January 18, January 25, February 1, and February 8 6:00 – 8:00 p.m.

*If you are an employee of Unity and complete the four classes, you are eligible for a 50% reimbursement of the enrollment fee. This reimbursement will be deposited directly into your paycheck and is not taxed. Health insurance coverage for this class varies; check with your provider.

Anyone interested in the classes should call (585) 368-4560 or visit unityhealth.org to register online. Space is limited.

Joint Jam: First-Ever Event a Huge Success \$1 Million Donation Announced for Hospital Expansion Project

It was a party like no other. Hundreds of former patients, ages 40 to 90, gathered at Unity at Ridgeway for a first-ever event to celebrate the care they'd received and the mobility they'd regained at the Unity Joint Replacement Center.

The occasion for Unity's Sept. 24 "Joint Jam" — part mile-long canal walk, part entertainment, and part reunion — was the Center's 10th anniversary. It also featured a special announcement:

The families of Burt and Charles August, long-time Hospital benefactors, had donated \$1 million to help modernize and expand Unity Hospital, including the Center, which will be named the Charles J. August Joint Replacement Center upon completion in 2014.

Orthopaedic Program Director Debbie Wellington said Joint Jam was everything she'd hoped for — and then some. "I was thrilled with the attendance, the enthusiasm,



Joint Jam attendees line up with Fleet Feet Pete to start the canal walk.



Debbie Wellington, director of the Joint Replacement Center, with WCMF-FM radio personality Dave Kane.

and the support from the community and the whole Health System," she said. "And I was delighted with our gift from the Augusts."

Doubly pleased with Joint Jam was knee replacement patient Bob Brinthaup. His wife won a \$500 Jet Blue certificate as a door prize, and he won a \$500 Wegmans gift card for a video account of their joint replacement experience. Brinthaup, 55, put together a clever rap song and videotaped himself performing it. Some might ask what possessed him to try rap. He said he was inspired to enter because there was a family at a church who could really use the gift card, and he gave it to them.

As for the Jet Blue certificate, "someplace warm in February" is sounding pretty good to Brinthaup now. And thanks to his new left knee he'll be able to fully enjoy walking on whatever beach they choose.

To view Brinthaup's winning Joint Jam video and other entries, visit www.youtube.com and enter "Unity Joint Jam" in the search box.

LIVING THE BRAND promise

Quick Thinking at ACM Makes a Difference

When ACM Medical Laboratory Patient Andy Cuccaro entered the Unity Laboratory patient service center at the Unity Park Ridge Health Care Campus on September 6, it was a day just like any other for him.

Cuccaro, a 76-year-old retiree who resides in Greece, walked in feeling well. Moments later, while Janelle Randisi, ACM lab technician, accompanied Cuccaro to a draw station, Cuccaro suddenly felt ill.

Randisi began to ask the routine questions before blood testing. "I asked him his name and birth date, but his response was gibberish; a combination of letters and numbers," she said.

"I knew I was in trouble when I couldn't even spell my last name," added Cuccaro.

That's when Randisi knew something was wrong, and called 911 and Cuccaro's family.

Randisi, along with a friend of Cuccaro's who arrived at the patient service center minutes later, helped him to Unity Hospital's Emergency Center. Randisi stayed with Cuccaro at the Emergency Center and was with

him when he learned he had experienced a stroke.

The stroke caused Cuccaro to temporarily lose his speech and other abilities. Luckily, days later, those functions were restored.

Randisi's quick thinking and immediate response may have influenced Cuccaro's full recovery, as research shows that the quicker a stroke patient receives care, the better the outcomes.

"I will never forget Janelle. I don't think I would have gotten better like I did without her. She is my angel," shared Cuccaro.



Janelle Randisi

Unity Welcomes...



Krista Damann, Ph.D.

Unity Rehabilitation and Neurology is pleased to welcome Krista Damann, Ph.D. Dr. Damann is a licensed psychologist and is board eligible in Clinical Neuropsychology. She is a member of the American Psychological Association, National Academy of Neuropsychology, and the International Neuropsychological Society.

Steven Wolfe, D.O.

Unity Hospital's Emergency Center is pleased to welcome Steven Wolfe, D.O. Dr. Wolfe is a member of the American Academy of Emergency Medicine and is board certified in Emergency Medicine and Internal Medicine.



Shahab Mohammadian, M.D.

Unity Internal Medicine at Ridgeway is pleased to welcome Shahab Mohammadian, M.D. to its practice. He is a member of the American College of Physicians and the American Medical Association. Dr. Mohammadian is board certified in Internal Medicine.

news BRIEFS

Unity Behavioral Health Specialist Sings National Anthem

Ralph Wilson Stadium was packed when the Buffalo Bills took on the heavily favored New England Patriots on September 25. Len Statham, PROS vocation specialist at Unity Behavioral Health, along with his band, Carpe DM, performed an emotional National Anthem in front of 68,174 fans. "They really got the fans going, everyone was screaming and shouting", said Kathy Auberger, director of Rehabilitation & Recovery, who attended the game. The Bills won the game.



Carpe DM members, Henry Brown, Robert Statham, and Len Statham pose for a photo at Ralph Wilson Stadium.

Rory Houghtalen, M.D. Receives National Honor

Rory Houghtalen, M.D. has been elected a member of The American College of Psychiatrists. This designation is limited to 750 practicing psychiatrists who have demonstrated outstanding competence in the field of Psychiatry and who have achieved national recognition in specific medical disciplines. Dr. Houghtalen will be officially inducted as a new member in February, at the Annual Meeting of The College, which will be held in Florida.



Rory Houghtalen, M.D.

Nursing & Patient Care Leader Appointed

Jane Pennington-McCormack has been named vice president/chief nursing officer of Nursing and Patient Care Services for Unity Hospital. She joined Park Ridge Hospital in 1987, and served as senior director of Nursing, until May 2011, when she assumed the role of interim vice president. Pennington-McCormack holds an undergraduate degree in nursing from the University of Massachusetts and a master's in nursing administration from St. John Fisher College.



Jane Pennington-McCormack

Unity Oncology Manager Recognized

Mary Fran Kolbuc, manager of Unity Hematology/Oncology, was named Oncology Nurse of the Year by the Genesee Valley Oncology Nursing Society. "This is the highest honor for an oncology nurse in Upstate New York," said Timothy Woodlock, M.D., medical director of the program. Dr. Woodlock notes that Kolbuc is among four active members of the program's nursing staff at the Unity to achieve this distinction. Kolbuc has cared for oncology patients at Unity for over 23 years.



Mary Fran Kolbuc

Mary Dombovy, M.D. Among

Athena Award 2012 Finalists

For the second year in a row, Mary Dombovy, M.D., vice president of Unity Neurosciences, is among those chosen by the Women's Council of the Rochester Business Alliance Inc. as finalists for the 2012 Athena Award. The Athena Award recognizes women who best reflect the values of business achievement and community service. These women also support others in their attainment of professional excellence and leadership skills. The recipient will be announced at a luncheon January 19 at the Rochester Riverside Convention Center.



Mary Dombovy, M.D.

New Department of Neurology Nurse Practitioner

Yvonne Harrison has accepted a new position as nurse practitioner of the Department of Neurology. She joined Unity in 2005 as a coordinator at the Unity Stroke Center and has held other positions. Harrison earned a masters degree of nursing, family nurse practitioner, from St. John Fisher College.



Yvonne Harrison

Unity Skilled Nursing Homes Achieve High Mark from State Department of Health

Congratulations to the staffs of Edna Tina Wilson Living Center, Park Ridge Living Center, and Unity Living Center for achieving successful surveys from the New York State Department of Health. All three Living Centers were surveyed during October. Surveyors commended all three on having a caring staff who are truly dedicated to the elders and the work they do.



The staff of Unity Living Center celebrated the successful survey with a chicken barbeque. Sitting (l to r): Brenda Mangum, nursing manager; Ruth Ormsby, resident services secretary; Fredrica Gordon, nursing director. Back row, standing (l to r): Shameka Humphrey, nursing manager; Elnora Robinson, senior director; Sandy MacWilliam, executive vice president of Unity Center for Aging; Larry Piselli, vice president of Unity Living Center; Violet Mitchell, volunteer; Mattie Session, volunteer; Merrion Mason, nursing manager; and Vera Libbett, volunteer.

upcoming EVENTS AND CLASSES

JANUARY

JANUARY 18 SEEDS OF CHANGE VEGAN CLASS Learn how to live a healthy Vegan life style with cooking demonstrations, samples and start-up kits from the Unity Diabetes Center. The course includes four two-hour sessions January 18, 25 and February 1 and 8 from 6-8 p.m. For more information or to register, visit unityhealth.org

JANUARY 19 PRE-DIABETES EXERCISE AND WEIGHT LOSS PROGRAM This program is free to those who qualify, the program lasts 22 weeks from January 19, 2012 – June 14, 2012. Classes are held on Thursday nights from 6:30 7:30 pm at the Unity Diabetes Center – at Unity at Ridgeway on Ridgeway Avenue (near Unity Hospital, right off Route 390). Register online or call 368-4560 to be added to the waiting list for the class. You will be contacted by a representative from the Unity Diabetes Center to start the interview and screening process in December.

New Process for Career Track

Unity has made improvements to our Career Track process, which provides guidelines for current employees seeking to apply for open positions at Unity. These changes were based on feedback from department leaders, staff, and recommended by our Human Resources Advisory Team and will be in effect, beginning January 1:

Eligibility Requirements

To be eligible for Career Track, an employee must have a minimum PMP score of 3.0.

Full-time and part-time employees are eligible for Career Track after one year of service from their date of hire.

Per diem employees are eligible for Career Track after three months of service from their date of hire.

Employees who have transferred to a new position internally must remain in their new position a minimum of one year before submitting a new Career Track request.

Automatic Communication

An internal candidate will receive a communication when an application is received, when a position is filled, or when a position has been canceled.

Offer

Unity's Human Resources recruiters make all internal offers, with the exception of promotions and title changes within a department.

All internal candidates will receive an offer letter from Unity's Human Resources outlining the terms of their hire.

Our goal is to provide a consistent and fair process which allows all employees to seek career advancements and opportunities. Should you have any questions, please contact your Human Resources business partner.

Congratulations

The Unity Hospital technicians in Sterile Processing & Distribution (SPD) listed below earned their Central Service Technician certification from the International Association of Healthcare Central Service Material Management. This certification is recognized throughout the United States and globally.



VERNA GRIMES - CRCST Technician SPD
BETSY HEBEN - CRCST Technician SPD
GREG JOHNSON - CRCST Technician SPD
JOHN MANGIERI - CRCST Technician SPD Per diem
MAUREN MITCHELL - CRCST Technician SPD
TIM NORTHUP - CRCST Lead Technician SPD
TERRIS L PORCHEA - CRCST Supervisor SPD
TODD SCHOJAN - CRCST Supervisor SPD
LORETTA SCOTT - CRCST Technician SPD
NAKIA SCOTT - CRCST Technician SPD
PHILIP SMITH - CRCST Technician SPD
DONNA WATSON - CRCST Technician SPD
TINA WILLIAMS - CRCST Technician SPD

Enhanced Security System Launched Staff Receives New Badges

Unity's security systems have been updated to a more sophisticated technology, which required the replacement of Unity ID badges. All Unity employees (including per diem staff), volunteers, active Medical Staff, board members, and parents at Park Ridge Child Care Center are receiving new ID



badges, which will be needed to access work areas and to check in at the KRONOS time clocks. In addition to keeping pace with the latest technology, the new badges will be easier to use and last longer. Instead of swiping at security access points, employees will simply wave their new badges in front of new access point readers.

In response to staff and customer requests to make badges easier to read, first names will be printed in larger type with the last name printed below in smaller type. The new badges are also designed to make it less likely for badges to flip to the back side.

Corporate Security is working with department leaders to distribute the new badges and train staff on their use. All staff will need new badges by the end of December, when the new security system will be fully installed at all access points throughout Unity.

An online badge request form is available on the Unity Intranet for those who have a problem with their new badge. The electronic form is located under the eTools tab's eForms section for Corporate Security.

Corporate Security is available at 723-7745 for those who do not have access to the Intranet.

Paul Donahue, supervisor of Corporate Security, demonstrates how the new security system and badges work.



"What's on your plate?"
Red, Yellow, Green Program

A new program available at the Unity St. Mary's cafeteria.

Visit www.unityhealth.org/thrive for more information.

Unity Health System

How health care should be

The perfect fit. The ideal color.
The right price.

Give the gift every older adult* will love: a clean house!

The professional, experienced staff at Unity's Care at Home program specializes in working with seniors. We offer housecleaning, companion services, home-delivered meals, and much more! Call (585) 368-4200 or visit unityhealth.org/cleanhouse.

Employees receive
a 10% discount.

*For adults 55 and older

LETTER TO THE EDITOR

Becky Nohe and I participated in the Pound the Ground for Vets 5K a few weeks back. Becky is 68 years old and has never completed a 5K [race] in her life. She entered to support the troops and she never expected to finish the race.

She pushed herself and we crossed the finish line together. Although she and I walked together and she was very sore the next day, she finished the entire course. I am so proud of Becky for doing something that she never thought she could do!

*Susan M. Eschrich
Primary Therapist I*



(l to r): Cathy Lee, director of OPI; Sharon Forbes, executive assistant; Susan Eschrich, primary therapist; Rebecca Nohe, medical records clerk; and Kristi Mullins, recruiter.

Two Rewarding Career Opportunities for Nurses

Unity is looking for dedicated, caring professionals to fill two key positions within our Health System:

- Clinical Nurse Leader for the Inpatient Psychiatry Unit at the Unity St. Mary's Campus
- Registered Nurses for our Emergency Center at Unity Hospital

If they are referred by a Unity employee, the employee will receive a \$2,000 employee referral bonus!

The Clinical Nurse Leader (C.N.L.) will be managing the team that works with patients who have psychiatric disorders, chemical addictions, and life stressors. Candidates must be an R.N. and have at least three years of clinical experience – Clinician I status eligibility is preferred. They should also have strong leadership abilities, excellent interpersonal skills, and computer knowledge.

Successful candidates for our full-time Emergency Center nurse positions must be graduates of an accredited registered nurse program (Bachelor's degree preferred) and have at least one to three years of experience in acute care. They'll be working in our full-service EC, delivering fast-paced, advanced care using sophisticated technology.

To learn more about these positions contact:

- Anne Rosati-Hooper at 368-3912 -- Clinical Nurse Leader for the Inpatient Psychiatry Unit at the Unity St. Mary's Campus
- Deb Purvis at 723-7916 -- Emergency Center R.N. positions.

Please call our Nurse Recruitment team at (585) 368-3009 with additional questions or information on this special employee referral bonus program. To apply, candidates can email Jamie Steltz, at jsteltz@unityhealth.org.

A LETTER OF

I feel so lucky that my mother was in your care during her recovery this year and last. Watching all of you literally changing people's lives every day has been a gift. You are true miracle workers, wish-come-true makers, and the most spirited cheerleaders. Not only do you support your patients with great care, compassion, sensitivity, and dedication, but you pass all of that along to their loved ones as well. My mom survived her brain injury, and with her will and your help, the two of us are enjoying the days ahead the way we wished and hoped for. Seeing her flourish over the past year and again this summer while coming to Unity, have been some of the greatest days of my life. I will always think of each one of you with deep gratitude. I will be indebted forever to you. You gave me my true mom back.

*Daughter of Patient
Unity Physical Medicine & Rehabilitation at Ridgeway*

thanks

UNITY



salutes



Unity Guardian Angel Program

Unity Health Foundation's Guardian Angel program allows grateful patients and family members the opportunity to support Unity Health System while paying tribute to their special caregiver – the individual or group of individuals who made a difference in their visit or stay at a Unity facility.

- | | | |
|--------------------------------|-----------------------------|-----------------------------|
| Rick Adrid | Jamie Gascon, R.N. | Tracy Nerau, C.S.R. |
| Abena Agyeiwaa, C.A. | Michael Gayden** | Kim Oropeza, R.N. |
| Sabina Alihodzic, C.N.A.** | Norma Grip, L.P.N.**** | Audwin Pangilinan, M.D. |
| Yulian Andrushchenko, C.A.**** | C. Michael Haben, M.D.** | Jane Prevost, R.N. |
| Tracey Becker, R.N. | Dan Hauman, OTR/L**** | Sharon Ragusa, R.N.*** |
| Kim Bennett, H.H.A. | Dianna Hohman, Tech | Kaitlyn Reed, R.N.**** |
| Gina Bianchi, C.A.***** | Alice Horvath, C.A. | Claire Reidy, R.N. |
| Shane Blind, C.A. | Cynthia Houle, R.N. | Nora Jeanne Reidy, R.N. |
| Sarah Bobo, R.N.** | Lisa Houser, H.H.A.*** | Jeff Resch, R.N.*** |
| Aileen Bowers, R.N. | Patricia Hughes | James Rice, R.N.*** |
| Lisa Bower, P.A.*** | Tricia Hutto | Pat Rivera** |
| Sharon Brown, C.A.*** | Cassandra Ann Hyde, R.N. | Syed Rizvi, C.A. |
| Beth Burgwardt | Andrew Hynes, C.A. | Karen Robinson, R.N.**** |
| Melissa Burrit** | Melinda Ipsaro, P.A. | David Rogenmoser |
| Kelly Burtner, R.N. | Josephine Keane, R.N.**** | Yosoon Rubright, L.P.N. |
| Michael Butler, R.N.** | Rebecca Knowles, R.N. | Lisa Ryan, R.N.***** |
| Emily Caraglio, P.T. | Linda Koller, C.A.*** | Judie Sanders, L.P.N.** |
| Nancy Cardozo, C.A.*** | Kim Kramer, R.N.** | Victoria Sanders |
| Andrea Carlucci, R.N. | Gabrielle Kress, R.N. | Jordan Schmidt, C.N.A. |
| Ron Castro | Mary Lang, P.A.** | Linda Schultz, C.N.A.**** |
| Alisha Chatman, C.N.A. | Kellie Leckie | Kari Scott, C.A. |
| Ivonne Clement, R.N.*** | Katelyn Loan | Amanda Seelman, R.N.** |
| Kristi Crandall, C.A. | Joan Maier, R.N.** | Janet Sformo |
| Diane Crane, R.N.** | Carol Male, R.N.** | Arjun Sharma, R.N.** |
| Timothy Crowe, P.A. | Darlene Manning, L.P.N.** | Karen Smith, R.N. |
| Lynn Denhardt | Sharon Marble, R.N. | Sherry Ann Smith |
| Sue Devos** | Catherine Marchese, R.N.** | Matthew Stephany |
| Katie DiRenzo, R.N. | Linda Marriott, C.N.A.*** | Tiffany Thomas, C.N.A. |
| Keisha Dowdell, C.N.A. | Olivia Mast, R.N.** | Susan Thomas, P.T. |
| Adrianna Downs, R.N. | Debbie Maynard** | Beth Toly-Hughes, R.N. |
| Don Dunkailo, Tech | Maureen McNamara, R.N.***** | Amanda Torregrossa, R.N.** |
| Dan English, R.N.*** | Molly Menge Maguire, P.T. | Maryann Turpin, H.H.A.*** |
| Denise Ennis, H.H.A. | Althea Menguy, R.N. | Philanda Tuthill, R.N. |
| Monica Epps, R.N.*** | Tanya Mobley** | Megan VanValkenburg, R.N. |
| Mary Erickson, R.N. | Natalie Morabito, R.N.*** | Kathy Wahl** |
| Lauren Ehrmentraut, R.N. | Anna Morreale, R.N.**** | Mary Walker |
| Mario Fajardo, C.A. | Mark Moser, L.P.N. | Colleen Walsh, R.N. |
| Linda Flow, L.P.N. | Kim Muoio-Smith, R.N.**** | Michelle Walch, Tech, ** |
| Betty Jo Francis** | Rachel Mykins, H.H.A. | Banchirga Woldeasadik, R.N. |
| Patty Freeman, C.A. | Stacie Nau, C.A.*** | Julie Zalar, R.N. |
| Sheila Gallets, R.N. | Sarah Neilsen, R.N. | Daniel Zatreanu, M.D. |

* Indicates number of times nominated

On the Spot Awards

Unity recognizes employees and volunteers whose job performance exceeds customer service standards with On the Spot Awards. For the weeks of June 3 through November 14, 2011

- | | | |
|--------------------------|------------------------|------------------------|
| Abena Agyeiwaa | Carla Wahls | Denise Caluorie |
| Aileen Bowers | Carleen O'Neill | Denise Eggert |
| Akia Calvin | Carlis Livingston | Denise Thomas |
| Al Dasilva | Carol Burke | Carol Corbin |
| Alicia Spencer | Carol Farnsworth | Diane Reff |
| Amanda Guevara | Carol Trombley | Diane Rosignolo |
| Amanda Napoli | Carolyn Cowan | Diane Tascione |
| Amie Gessin | Carolyn Furibondo | Donald Green |
| Amy Hayward | Carrie Cooper | Edward Goldstein |
| Amy Ross | Cassandra LoBrutto | Eileen Ann Lemoine |
| Amy Tesch | Catherine Young | Eileen Lester |
| Amy Zimny | Celia Bachmann | Elaine Marie Hess |
| Andrea Moody | Chelsea Walther | Elaine Tubiolo |
| Andrew Hynes | Cherie Steeves | Elena Henderson |
| Angela Sellitto | Cheryl Lambo | Elizabeth Goebel |
| Anna Bell | Christine Marie Rector | Elizabeth Kennedy-Gebo |
| Anna Smith | Christine Migliore | Elizabeth Marcello |
| AnnDrea Alexander-Howard | Christine ORiley | Elizabeth Naylor |
| Anne Davis | Christine Scibilia | Ellen Rippe |
| Annette Bullock | Christopher Buwalda | Ellen Schultz |
| Antoine McDonald | Christopher Ross | Emily Eckler |
| Antoinette Sargeant | Cindy Lammes | Erika Sheremeta |
| April Evert | Cindy Nguyen | Erin Englert |
| Arjun Sharma | Erin Mccarthy | Erin Mccarthy |
| Ashley Ferrando | Colleen Walsh | Fantasha Ray |
| Barbara Sengillo | Constance Coots | Fernando Angulo |
| Beatrice Blanding | Courtney Rawleigh | Frank La Notte |
| Bethanie Hatfield | Daniel Grace | Gabrielle Coccitti |
| Bethany Backus | Daniel Hauman | Gail Macwilliams |
| Bonnie Mattie | Danielle Rowe | Gail Miller |
| Brandi Leccese | Darlyn Colon | Gayle Ellen Markle |
| Brandon Geer | David Burns | George Thomas |
| Brenda Bennett | David Camacho | Glendnel Jackson |
| Brenda Moss | David Chaffee | Gloria Martin-Simmons |
| Brian McMinn | David Erath | Graham Lodge |
| Briana Bowden | David Rudgers | Hager Mae Wilmot |
| Bridget Hartson | Dawn O'Neill | Hai Dubois |
| Brittanie Cioppa | Dawn Padden-Mohr | Hans Bors |
| Brittney Best | Deanna Smith | Heather Jenks |
| Brooke Camacho | Deborah Egan | Heather Lewis |
| Bruce Cook | Deborah Leblanc | Heather Shelley |
| Caitlin DAurelio | Deborah Mercer | Heidi Mccarthy |
| Canisha McConniughey | Deborah Wilson | Helen Campbell |
| Carla Kraemer | Debra Smith | Holly Bresler |
| | | Ila Hughes |

- | | | |
|-------------------------|------------------------|------------------------|
| Israel Rodriguez | Linda Smith | Ralph Cooley |
| Jacob Marin | Linda Spinder | Rebekah Foster |
| Jamesine Williams | Linda Zurich | Rhoda Court |
| Jamie DiMarco | Lisa Corio | Richard Adrid |
| Jamie Steltz | Lisa Heckman | Richard Gardner |
| Jane Houser | Lisa Johnston | Robert Duncan |
| Janet Deasey | Lisa Reno | Robert Pretsch |
| Janet Elliott | Livia Meyers | Robin Sullivan |
| Janet Piendel | Loretta Gregory | Ronny Rembranth Castro |
| Janine DeLorme | Lori Blais | Rosa Hurtt |
| Janine Schindler | Luis Quinones | Rose Bonilla |
| Jaroslaw Zydowicz | Luz Ortiz | Samantha Cammarata |
| Jason LaMartina | Lynette Mayer | Samuel Rosario |
| Jason Monahan | Maisha Jackson | Sandra Houle |
| Jazmin Gause | Manuel Matos | Sandra Mitchell |
| Jean Henderson | Marc Gaudette | Sandra Nucelli |
| Jeanne Fusco | Marcella Scorsone | Sanel Music |
| Jeffrey Cseplo | Marcia Boccacci | Sara Genovese |
| Jeffrey Hampton | Marcy Jock | Sara Kinnicutt |
| Jenna DiVincenzo | Margaret Hurst | Sarah Berardicurti |
| Jennifer Barkley | Margeann Hillengas | Sarah Frazer |
| Jerome Williams | Maria Barbosa | Sarah Halifax |
| Jessica Defazio | Maria Rodriguez | Sarah Hoak |
| Jessica Goodwin | Maria Santos | Sarah Wheeler |
| Jessica Kershner | Marianne Schlieter | Sari Ashcraft |
| Jessica Wheeler | Mariely Torres | Scott Deutsch |
| Jill McGrath | Marilyn Lansberry | Shameka Humphrey |
| Jill Richards | Marjorie Hefner | Shane Blind |
| Jim Russo | Mark Hospers | Shannon White |
| Joanna King-Jones | Markelle Prince | Sharee Jackson |
| Joanne Gentile | Marlene Ogene | Sharon Bidwell |
| Joanne Hessney | Marsha Wing | Sharon Faith Lum |
| John Buckley | Martha Dolan | Sharon Lewis |
| John Sindoni | Johnny Whitfield | Sharon Marini |
| Jolie Marie Wells | Judy Smith | Sharon Ragusa |
| Joseph D'Agostino | Julia Casciani | Shauna Gentile |
| Joshua Barrick | Julie Elizabeth Bailey | Sheila Lacagnina |
| Judy Smith | Julie Steeb | Sheila Webb-Myslinski |
| Julia Casciani | Justine Perovich | Stacey Costanzo |
| Julie Elizabeth Bailey | Kadeem Alexander | Stacey Yaw |
| Julie Steeb | Karan Sharma | Stephanie Capers |
| Kadeem Alexander | Karen Coyle | Stephanie Dodd |
| Karen lafe | Karen lafe | Stephanie Klejment |
| Karla Cushman | Karla Cushman | Stephanie Merritt |
| Karol Sue Byers | Kathleen Brooks | Steven Brandt |
| Katerlyn Loan | Kathleen Moore | Sue Daggs |
| Katherine Tkaczyk | Kathleen Waldorfer | Summer Cerone |
| Kathleen Brooks | Kathleen Zajac | Susan Deguglielmo |
| Michael Haag | Kathryn Wahl | Susan Hopkins |
| Michael Caccamise | Kathy Council | Susanne Lippincott |
| Michael Lupiani | Katie Miller | Suzanne Chase |
| Michael Saddler | Katie Tyner | Tamara Gleason |
| Michael Santillo | Katrina Kerber | Tamara Ricotta |
| Michael Schmitt | Kelly Barbieri | Tami Balcom |
| Michaela Chapman | Kenneth Lamb | Tanya Scott |
| Michelle Cipolla-Aponte | Kenneth Pettit | Taylor Listowski |
| Michelle Masonis | Kenneth Pettit | Teresa Cioppa |
| Michelle Oneil | Kimberly Ann Oropeza | Terrance Clemonts |
| Michelle Tartaglia | Kimberly Carando | Theresa Thomas |
| Milagros Claudio | Kimberly Thomas | Tiffany Passmore |
| Nancy Hines | Kinita Haynes | Tiffany Reger |
| Nancy Wolf | Krista Campbell | Timothy Schirmer |
| Nanette Stell | Kristen Wilson | Tina Schepler |
| Natalie Figueroa | Kristy Hulick | Trevor Meagher |
| Natalie Stavrevsky | Kyle Steele | Tricia Ann Krause |
| Nicole Morehouse | Latoya McCloud | Ursula Harbauer |
| Nina Crespo | Lauren Feola | Valentyna Tabachuk |
| Nora Jeanne Reidy | Lauren Norfleet | Valerie Ann Sable |
| Pamela Hegadorn | Laurie Dagostino | Valerie Marianetti |
| Pamela King | Laurie Fiammi | Vanessa Samuel |
| Pamela Lamica | Lawrence Balicki | Vicki Bailey |
| Patricia Colosimo | Leigha Spaziano | Victoria Wray |
| Patricia Imburgia | Leola Williams | Vijay Das, M.D. |
| Patrizia Corvaia | Leonard Angie | Violet Harrison |
| Paul Graupman | Linda Holderle | Walneice Buckingham |
| Paul Mc Nerney | Linda Peers | Wenona Howard |
| Paul Price | Linda Rice | William Nelson |
| Paula Crevison | | William Thousand |
| Philip Farnand | | William Tinney |
| Phomarinh Homniyom | | Yasmen Pinon Ruiz |
| Rachel Placito | | Yasmin Jamal |
| Rachel Sargent | | Yolanda Quinones |
| | | Zachary McMullen |
| | | Zaida Rodriguez |

Congratulations

to the following dedicated employees who celebrated five years or more of service to Unity from September through October 2011.

- | | | |
|-----------------------|-----------------------|---------------------|
| 5 Years | | |
| Jayne Linderman | Melody A Szepetyk | Brian McMinn |
| Amy Lanni | Andrea M Moody | Dawn Coistek |
| Carol Cornwell | Todd J Crisafulli | Raymond W Curtin |
| Richard Adrid | Sujeily Colon | August C Bosco |
| Katrina M Kerber | Ann Marie Douglas | BettyJo Francis |
| Christopher Cooper | Corinne D Martin | Kimberly N Bennett |
| Nakia K Taylor | Jeana M Daley | Ronald Mack |
| Marshann Thomas | Taylor Listowski | Lynn M Wood |
| Sharee N Jackson | Walter W Clyburn | Kaylene Kelly |
| Carly Nagle | Tara Avery | Sarah C Fishel |
| Nakia S Scott | Ann M Cullen | Joyce M Mole |
| Anthony Pryce | Barbara M Germano | Linda Ferris |
| David Camacho | David Camacho | Enid Archibald |
| Megan L VanValkenburg | Kristi A Crandall | Matthew W Nary |
| Catherine P Divers | Dawn M Demarse-Vargas | Lorrie D Catalina |
| Lisa K Fanton | Laura L Schenkel | Gretchen Loewke |
| M Elizabeth Rowe | Peter Malloy | Christopher T Abate |
| Ann Marie Slattery | Jean P Hickey | Lauren N Conrad |
| Jean P Hickey | Kathleen R Parker | Jamie Monaghan |
| Toni M Horowitz | Cassandra Arena | James D Milner |
| Katherine Gonzalez | Donna J Powers | Paul R Scarfo |
| Tracey M Becker | Sherry A DeJohn | Christina M Govan |
| Maria Y Rivera | | |

Service Awards from September through October 2011 (cont'd)

- | | | |
|------------------------|---------------------|----------------------|
| 10 Years | | |
| Deborah J Koo | Latreshia D Carvin | Yulian Andrushchenko |
| Stacey Gray | Marissa Smithler | Thomas Digrazia |
| Letitia M Devoesick | Peggy L Veiro | Catalina Curbelo |
| James Boyd | Myra Martin | Yon P Rypkema |
| Mary B Combs | Valerie Ann Sable | Daniel Zatreanu |
| Angela Leblanc | Mary Piccolo | Tracy Ann Vega |
| Todd R Caccamise | Ann Francis Hewitt | Michael Phelan |
| Heidi A Rossiter | Nancy A Guelzow | Jessica Lynn Martin |
| Caitlin C Marron | Mary B Erickson | Elaine A Cond |
| Laura M Simboli | Margaret A Servis | Shonta M Mcfayden |
| Amy VerHulst | Laurel Tschetter | Robin R Germain |
| Nancy L Wolf | Katara Felder | Suzanne C Albright |
| Jessica Ann Rollingier | Liliya Yarmoshevich | Cheryl M Burns |
| Kathy Ong | Loretta M Jason | |

- | | | |
|--------------------|---------------------|---------------------|
| 15 Years | | |
| Rosa Vega-Delapaz | Sabina Alihodzic | Rosemary Chambers |
| Mary A Coughtry | Thomas E Donlon | Deborah Lynn Quayle |
| Janet Ortiz | Ellen A Fleischnick | |
| Scott A Gogstetter | Joseph R Rizzo | |

- | | | |
|------------------|------------------|-----------------|
| 20 Years | | |
| Malinda Fuhrmann | Kelly Vogler | Paula Shortino |
| Laura G Healy | Mildred Mitchell | Kathleen G Hess |

- | | | |
|-----------------|-----------------|--------------|
| 25 Years | | |
| Heidi Wilson | Alphonso Wright | Mark Hospers |
| Bethany G Brown | | |

- | | | |
|-------------------|-------------------|--------------------|
| 30 Years | | |
| Linda Beaman-vega | Deborah Holt | Mary Ann Livergood |
| Robert J Pyykonen | Patricia Cummings | |

- | | | |
|-----------------|----------------|------------------|
| 35 Years | | |
| Margaret Donald | Margaret Hurst | Kathleen J Smith |
| Warren Hern | | |

- | | | |
|------------------|--|--|
| 50 Years | | |
| Mary A Reifsteck | | |

Congratulations

to the following dedicated employees who celebrated five years or more of service to Unity from November through December 2011.

- | | | |
|-----------------------|-------------------|-----------------------|
| 5 Years | | |
| Bruce Amadio | Dalena M Franklin | Catherine Marchese |
| Lawrence M Balicki | Mary Griffin | Katherine M McElwain |
| Blandina Bergado | Timothy L Haas | Jayla A Mobley |
| Gina M Bianchi | Jeffrey K Hampton | Natasha Mogavero |
| Jennifer L Boland | Kristen N Hartwig | Elizabeth O'Hara |
| James P Bolton | Erika Hoeschele | Leon Ortiz |
| Chanta' S Brown | Tammy Hogan | Josephine Powers |
| Elizabeth M Burgwardt | LeShune C House | Rachele M Russell |
| Delores A Burris | Karen Iovino | Maria S Smith |
| Emily G Caraglio | Melanie Jamieson | Nikole V Spooner |
| Darlyn I Colon | Elizabeth C Jermy | Mark Story |
| David M Connors | Jessica W Jordan | Bruce Strobeck |
| Danielle A Costanza | Shayna King | Kathleen J Sunseri |
| Magen E Dambra | Magen E Dambra | Mary E Taylor |
| Sarah B Davila | Galyna Kubay | Jeanine VanValkenburg |
| Bertina L Duch | Michael R Larche | Lorraine F Ziegenfuss |
| Marques Elmendorf | Suzette N Lee | |
| Teresa M Flaherty | Amy Macaluso | |

- | | | |
|----------------------|-------------------------|-----------------------|
| 10 Years | | |
| Christine A Anderson | Dorothy Logan | Heidi L States |
| John P Andreano | Lakeanya Ann Love | Jennifer M Thompson |
| Christie M Blanda | Ann M Miller | Denise L Wargo |
| Norman Brice | Keith H Mingle | Darlene S Williamson |
| Jaime J Erskine | Nancy Ann Pakula-glover | Jennifer M Yanklowski |
| Jennifer L Jackson | Alexandria A Prince | |
| James A Klein | Andrea Schofield | |
| Cory J Leshar | Karen A Shufelt | |

- | | | |
|---------------------|-----------------------|-------------------|
| 15 Years | | |
| Carol L Baccaro | Frederick J Gigliotti | George S Nasra |
| Patricia Best-Wargo | David W Groth | Scott A Schwabe |
| Beth A Brongo | Margeann Hillengas | Stephanie N Sloan |
| Cozet D Calvin | Jeanne Marie Jongen | Ana L Taylor |
| Susan E Derosa | Nelya Lomakina | |

- | | | |
|-----------------|-----------------|-----------------|
| 20 Years | | |
| Victor Bermudez | Kim Matava | Patricia Patton |
| Mary C Davis | Judith M Murphy | Carol Sciolino |

- | | | |
|------------------|------------|--------------|
| 25 Years | | |
| Maryann Brothers | Tina Jones | Lynn Justice |

- | | | |
|-----------------|---------------|---------------------|
| 30 Years | | |
| Ana Burgado | Sharon Forbes | Christine N Pearson |

- | | | |
|-------------------|-----------|-------------------|
| 35 Years | | |
| Deborah Jankowski | Joan Vogt | Timothy Zimmerman |

- | | | |
|-----------------|--|--|
| 40 Years | | |
| Mary R Mahoney | | |

- | | | |
|-------------------|-------------------|--|
| 45 Years | | |
| Patricia Fournier | Maureen O'Donnell | |