

FYI

# Great Place to Work Certified

Celebrating Our Great Place to Work Success—Thanks to You!

We're excited to share some wonderful news from our recent Great Place to Work employee engagement survey! This year, an amazing 88% of Gaylord employees said that our organization is a great place to work. That's a 3% increase from last year's already impressive 85%, and it's the biggest jump we've seen in the past five years!

We're also delighted to see more employees recognizing the unique and special benefits Gaylord offers. Sixty-five percent of you agreed with this statement—a 6.3% increase that surpasses our company-wide goal. With 486 employees participating, your input has truly made a difference and shows how much we all care about making Gaylord an exceptional place to work.

We're happy to report that we met or exceeded all Great Place to Work benchmarks:

- **2025 100 Best – Healthcare (All healthcare institutions):** 88% (vs. 86% U.S. average)
- **2025 100 Best – Healthcare Hospitals (Top 100 hospitals in the U.S.):** 88% (vs. 86% U.S. average)
- **2025 100 Best – Top Companies (All industries) in the U.S.:** 88% (matched U.S. average)

Thank you for your engagement, dedication, and positivity. When we work in an environment where we feel valued and supported, it truly shines through in every interaction—with each other, our patients, and their families.

Together, we're building a workplace where everyone can thrive. Thank you for making Gaylord such a special place!

With appreciation,  
Mitch Podob, *Vice President Human Resources*

## GPTW By the Numbers:

88% of employees at Gaylord Hospital say it is a great place to work compared to 57% of employees at a typical U.S.-based company.



Source: Great Place To Work® 2021 Global Employee Engagement Study.

94%

When you join the company, you are made to feel welcome.

93%

When I look at what we accomplish, I feel a sense of pride.

93%

I'm proud to tell others I work here.

93%

I feel good about the ways we contribute to the community.

91%

Our customers would rate the service we deliver as "excellent."

### FYI DEADLINE

The deadline for the next FYI is **Thursday, July 17, 2025**

Email: [publicrelations@qaylord.org](mailto:publicrelations@qaylord.org)

Our mission is to enhance health, maximize function and transform lives.

# A Note From Our Human Resources Leader, Mitch Podob...



## Celebrating Excellence: Gaylord's Employee of the Year Award

Since 1992, when Lorna Manners became the very first recipient, Gaylord's Employee of the Year award has stood as the highest honor in our ICARE culture. More than just a title, it's a celebration of the dedication, compassion, and extraordinary impact our staff make on patients, families, and colleagues every day.

The selection process highlights the outstanding individuals who truly embody our values:

- **Nominations:** Sixteen employees are nominated each year based on their service, attitude, and commitment to our mission. These nominations come from across the organization, reflecting the diverse talents and dedication of our team.
- **Selection Panel:** What makes our process unique is the involvement of patients, managers, and former winners in selecting the honoree. This inclusive approach ensures the final choice reflects the spirit of ICARE through the eyes of those we serve and work alongside.
- **The Pinnacle of Recognition:** Being named Employee of the Year is the highest recognition we offer—celebrating not only professional excellence, but also the kindness, teamwork, and integrity that define Gaylord.

Each of the 16 quarterly nominees is honored for their remarkable contributions. Their stories inspire and strengthen our entire organization. From this exceptional group, one is chosen as Employee of the Year—a role model who sets the standard for all of us.

**Join us Thursday, July 17th, for this year's Employee of the Year reveal—an event you won't want to miss!**

For over 30 years, this award has honored those who go above and beyond, fostering a culture where everyone is encouraged to excel. From Lorna Manners to every winner since, each reminds us that our greatest strength lies in the people who live our values every day.

To all nominees, past winners, and everyone who makes Gaylord a special place: **thank you** for your unwavering commitment and for making a difference in the lives of so many. The Employee of the Year award is a testament to your dedication, and the spirit of ICARE that guides us all.

**Mitch Podob**  
Vice President, Human Resources



# celebrate LEGACY WEEK

## JULY 14-18

### Monday

-2 pm -

Legacy Tea  
(5 & 10yr Recipients)

### Tuesday

-12 pm -

Legacy  
Luncheon  
(15 & 20yr Recipients)

### Wednesday

-5 pm -

Legacy  
Dinner  
(25+yr Recipients)

### Thursday

-12 pm -

Employee of  
the Year Event  
(15 & 20yr Recipients)

### Friday

-11:45 am -

Volunteer  
Appreciation  
Luncheon

2025

## EMPLOYEE of the YEAR



Who will it be?  
**Join us:**

**Thursday, July 17**  
**12pm, Brooker South Lawn**

in





# Gaylord: Putting the “Well” in Wellbeing—Again!

## *Removing Barriers to Mental Health Care for Health Workers*

For the second year in a row, we have been named a *Wellbeing First Champion* by the Dr. Lorna Breen Heroes’ Foundation—and we couldn’t be prouder.



This national recognition honors healthcare organizations that don’t just talk the talk when it comes to workforce mental health—we’re walking the walk (with well-supported staff in comfortable shoes, ideally). As a Wellbeing First Champion, Gaylord is part of a growing movement to break down the stigma around mental health in healthcare and make sure our team has real, accessible support without fear of judgment or career consequences.

The award is part of the Foundation’s #RemoveTheBarriers campaign, inspired by Dr. Lorna Breen, an emergency physician who tragically lost her life to suicide during the early days of the pandemic. The Foundation continues her legacy by driving change across the healthcare system—ensuring that well-being isn’t just a buzzword, but a baseline.

We’re proud to keep putting people first—and to prove that strong care starts with caring for the caregivers. Learn more at [dr.lornabreen.org/removebarriers](https://dr.lornabreen.org/removebarriers).



Please direct all media inquiries to the Public Relations Department at ext. 2881.

**Thank you!**

## INNOVATOR of the MONTH

— Cat Dubail —



This month’s Innovation Idea comes from Cat Duvail, who proposed a smart, forward-thinking solution to improve how we share information with patients and families.

Instead of handing out bulky, unbranded paper packets, Cat suggested converting our educational materials into a digital format accessible via a simple QR code or website link.

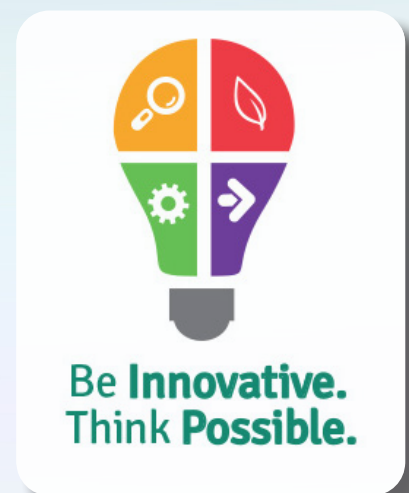
This approach not only saves time and reduces paper waste, but also helps us maintain consistent brand standards—strengthening our reputation while delivering the same valuable information in a more modern, efficient way.

Got a brilliant idea for a new product or process improvement?



We want to hear it!

Scan the QR code and share your genius with us!





# Welcome

## to the Gaylord Team!

|                            |                           |
|----------------------------|---------------------------|
| <b>Heather Hull</b>        | Care Manager              |
| <b>Colleen Morrison</b>    | PCT-L1                    |
| <b>Talayna Harris</b>      | RN-Float                  |
| <b>Alexia Langston</b>     | RN-Float                  |
| <b>Denise Downer</b>       | RN-L1                     |
| <b>Desiree Brown</b>       | Food Production Assistant |
| <b>Christopher Bellino</b> | PT-Wallingford OP         |
| <b>Tamia Brown</b>         | Intake Rep-Wallingford    |
| <b>Nadine Gonzalez</b>     | PCT- Float Pool           |
| <b>Katherine Thomas</b>    | CSA- Float Pool           |
| <b>Nicole Deynes</b>       | LPN- H1                   |
| <b>Winnifred Eshun</b>     | GN-H2                     |
| <b>Tomika Williams</b>     | PCT- Float Pool           |
| <b>Janice Catala</b>       | SLP- Inpatient            |
| <b>Cailey Botteon</b>      | SLP-Inpatient PD          |
| <b>Daniel Commey</b>       | RN- Float Pool            |
| <b>Judith Clark</b>        | PCT-M2                    |
| <b>Chloe Phillips</b>      | PT- Inpatient             |
| <b>Joseph Cichowski</b>    | SNT- Float Pool           |
| <b>Gerold Gutierrez</b>    | PCT-Float Pool            |
| <b>Brianna Gonzalez</b>    | LPN-L2                    |
| <b>Carol Leigh Hardy</b>   | GN- M2                    |



### GAUNTLET GEAR SALE

\$25 Performance Shirts

\$35 Zip-up Hoodies  
*Limited number available*

\$34 Pull-Over Hoodies  
*Sm and Med available*

Venmo OR Cash accepted.

Contact Georgette MacQuarrie at  
x2881 or email [publicrelations@gaylord.org](mailto:publicrelations@gaylord.org)

## GET READY FOR NEXT YEAR.



SAVE THE DATE

06 13 25

# JUNE

## Service Awards

Congratulations to the following employees for their years of service to Gaylord:

### 40 YEARS

**Maureen Fabiani**  
Food & Nutrition

### 20 YEARS

**Kristine Provost**  
Outpatient Therapy

**Tracey Nolan**  
Health Information Management

**Kayode Akande**  
Respiratory Therapy

### 15 YEARS

**Caitlin Cote**  
Education

**Jennifer Lombardi**  
Nursing Services

### 10 YEARS

**Andrew Huang**  
Information Technology

**Markesha Briggs**  
Nursing Services

**Timothy Guodace**  
Food & Nutrition

**Courtney Raynor**  
Nursing Services

### 5 YEARS

**Eddie Pomaes**  
Physical Therapy-Cromwell

**Maddy Adams**  
Inpatient Therapy



Congratulations to the following staff who were recognized by their peers in the month of June. Each month a name is pulled to win a prize.

Patricia Shara Taurig House  
Meghan Zampedri Food & Nutrition  
Brian Reis Ortho PT-Cromwell  
Caitlin Boland Physical Therapy-IP  
Lori Baker Facilities Management

**Bill Harpin Facilities Management WINNER**

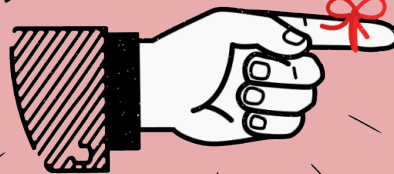
Kaitlyn Koch Development  
Georgette MacQuarrie Development

Did your  
co-worker go above  
and beyond?



Scan the  
QR code to  
recognize  
them!

## Reminder



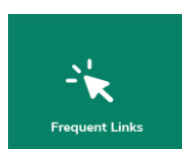
Please remember to set your out of office notifications on both your work phone and your email before leaving for PTO. This process saves time and effort for those trying to get in contact with you while you are away and ensures urgent matters are not getting overlooked. If you need help setting up your out of office, please reach out to the help desk.

July Safety Topic:  
**Occurrence Reporting**



## Online Occurrence Reporting System...

*Do you know  
where your  
RL Icons are?*



Quick Launch .....>



**Signing into RL brings you  
to your Icon Wall.**

Click on the Submission Form  
Icon that seems the best fit to the  
occurrence you are reporting.

### Some are self-explanatory:

**Blood Product**  
**Fall**  
**Skin**  
**Diagnostic Imaging**  
**Restraints**  
**Tube/Drain**

### Some are less obvious:

Do I choose **“Diagnostic/Treatment”**  
or **“Provision of Care”**?

Which is best: **“Equipment/Device”** or  
**“Facilities”**?



### The thing to remember is...

**There is really no wrong choice!!**

Select the Submission Form Icon that  
seems best to you, and fill in the required \*  
fields.

For tracking and trending purposes,  
Quality and Safety will convert your report  
to a different Form as needed.

### Useful Tip



At the upper left corner of  
the Icon Wall is the very  
useful “Find a form” field.

Type in a few words  
about the occurrence,  
and the best Form(s)  
options will appear.



**Thank you for submitting  
occurrence reports!  
Contact Quality and Safety  
with questions x2783**



## Near Misses:

A near miss is an event that might have resulted in harm, but the problem did not reach the patient because of timely intervention by our amazing staff.

Every month a Near Miss is selected by the Safety Coaches and celebrated!

This includes sharing the incident at Safety Huddle and recognition from the Management team, a write up in FYI, a **Gift card for submitter** and a department visit from the Safety Gnome.

Near Miss Reporting can be found on Sharepoint, under Frequent Links: Quick Launch



The Safety Coaches have selected to celebrate the Near Miss submitted in May by **Medina Duracak, CMT**.



A rapid response had been called for a visitor in a patient room. Although the rapid response involved a visitor, Medina's Attention to Detail identified a patient on telemetry had been transferred from one unit to another and Telemetry was unaware of the move. Medina corrected the patient location, escalated her concern and submitted a RL in our online Occurrence reporting system.

This is a great example of the use of **CHAMP: ARCC It Up** when a safety concern is identified and the importance of reporting Near

Misses to identify issues before they reach the patient.

The Quality and Safety Department would like to thank the following staff for submitting Near Misses in May:

- Emily Clifford
- Jurita Strazda
- Karen Doukas
- Karolina DAngelo
- Medina Duracak
- Tabatha Madgic

**Thank you for  
Speaking up for Safety!**

# Vote for Us:



Health and Beauty:  
**Physical Therapy**



Top Employers:  
**Place to work**  
(250+ employees)



**Vote once a day, everyday! Help us win! !**

**Scan the QR code to vote. Now through August 8**



# Gaylord Cafe

## Did you know...

If a patient's birthday falls during their stay at Gaylord, they are offered a special birthday lunch meal from the cafeteria!

Meals are specially prepared by Chef John or Chef Gabe. Patients will have the choice of braised beef, rosemary chicken, shrimp pasta or ratatouille; all made from scratch. A cake and birthday card are given.



## Lunch & Learn: Easy Vegetarian Summer Eats with Food and Nutrition

At a recent Lunch & Learn hosted by Meghan Zampedri and Liz Glass with Food and Nutrition, staff got to sample a refreshing and satisfying vegetarian lunch option: Chickpea "Egg" Salad. Packed with protein, fiber, and flavor — and low in saturated fat — it's a perfect make-ahead meal for warm summer days.

Try it at home with the full recipe on the next page!



Visit the Food & Nutrition department page on Sharepoint to see what they're serving up on their **MENU THIS WEEK** - including soup specials!

*you asked, we listened!*

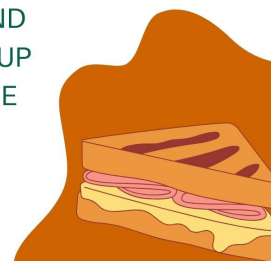
## Now Offering LUNCH COMBOS

**AT THE GAYLORD CAFÉ**

GRAB A HALF SANDWICH AND  
YOUR CHOICE OF SMALL SOUP  
OR SMALL SALAD FROM THE  
GRAB & GO FOR ONLY

**\$ 6.40**

AVAILABLE MONDAY - FRIDAY





# "EGG" SALAD

A FUN VEGETARIAN TAKE ON A QUICK & EASY LUNCH PACKED WITH PROTEIN & FIBER & LOW IN SATURATED FAT

YIELD  
2 servings

PREP TIME  
15 min

## CHEF'S NOTES

Mediterranean cuisine relies on fresh, flavorful ingredients like vegetables, fruits, olive oil, grains, legumes, nuts, seeds, fish, seafood, and herbs and spices. The chickpeas can be replaced with tuna, chicken, salmon or tofu to make an easy quick lunch packed with flavor!

## INGREDIENTS

|          |                             |
|----------|-----------------------------|
| 1 cup    | Chickpeas, rinsed & drained |
| ½ each   | Red onion, diced            |
| ½ each   | Cucumber, seeded & diced    |
| 1 stalk  | Celery, diced               |
| 1 Tbsp   | Capers, chopped             |
| ¼ cup    | Plain Greek yogurt          |
| 2 tsp    | Dijon Mustard               |
| 1 Tbsp   | Feta, crumbled              |
| 1 Tbsp   | Dill, chopped               |
| 1 Tbsp   | Parsley, chopped            |
| ¼ tsp    | onion powder                |
| ¼ tsp    | Garlic powder               |
| ½ tsp    | Turmeric                    |
| To taste | Salt & pepper               |
| 1 each   | Lettuce leaf                |
| 2 slices | Tomato                      |
| 1 Each   | Whole grain pita            |

## DIRECTIONS

1. First, prep all ingredients, dice onions, celery, capers, dill & parsley.
2. In a large bowl, add chickpeas, Greek yogurt, Dijon, feta, onion powder, garlic powder, turmeric, salt, and pepper. Mash with a potato masher (or fork) until chunky. It's okay if some beans are whole.
3. You can enjoy it immediately or cover and place it in the refrigerator for up to 5 days.
4. Assemble sandwiches: Serve between bread of your choice with the toppings you prefer & ENJOY!

MORE WAYS TO  
'FUEL' YOUR BODY:



## Strawberry & Yogurt Parfait



foodsmart

TIME  
10 MINS

CALORIES  
285

FAT  
1g

CARBS  
37g

PROTEIN  
17g

per serving

1 SERVING

VEGETARIAN

## Strawberry & Yogurt Parfait

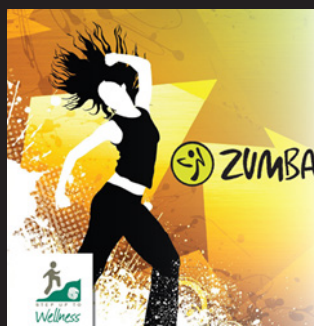
### Ingredients

- 1 cup strawberries
- 1 tsp granulated sugar
- ½ cup nonfat plain Greek yogurt
- ¼ cup granola

### Instructions

1. Combine strawberries and sugar in a small bowl and let stand until the berries start to release juice, about 5 minutes.
2. To assemble parfait, layer yogurt and the strawberries with their juice in a 2-cup container. Top with granola.

## WEEKLY ZUMBA NOW EVERY MONDAY



### Zumba Series

Mondays

4:10 p.m.  
Inpatient Gym

Gaylord  
Specialty Healthcare

### All Step Up to Wellness Initiatives:

Mondays: **Zumba Class** - 4:10pm in the Inpatient Gym

Thursdays: **Yoga Class** - 4:10pm in the Inpatient Gym

**Weekly Walking Group** - 12:15pm- 12:45,  
Meet in Jackson Lobby

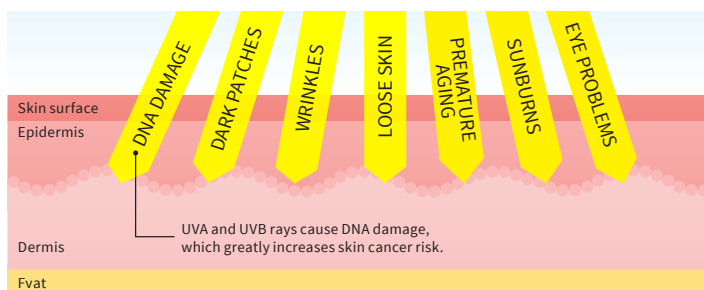




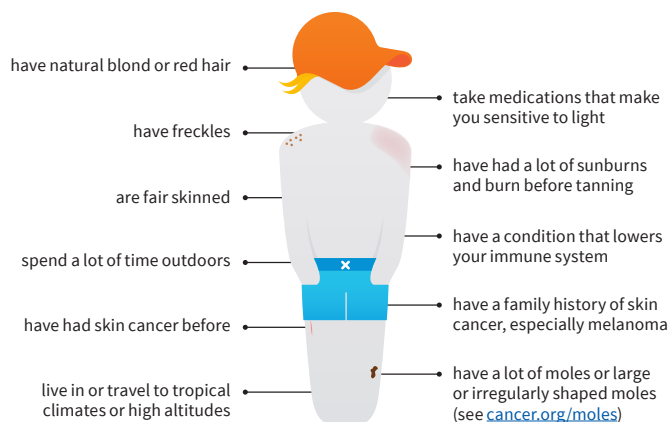
# Preventing Skin Cancer

Skin cancer is the most common of all cancer types. More than 5 million skin cancers are diagnosed each year in the United States. That's more than all other cancers combined. Skin cancer rates have been on the rise over the past few decades. The good news is that you can do a lot to protect yourself and your family from skin cancer.

## UV RAYS FROM THE SUN CAUSE DNA DAMAGE, LEADING TO SKIN CANCER AND AGING



## ANYONE CAN GET SKIN CANCER, BUT BE EXTRA CAREFUL IF YOU ...



## PROTECT YOUR SKIN YEAR-ROUND

UV rays are around all the time, no matter what the season.



## Together, we can change the course of cancer.

The American Cancer Society is fighting cancer on all fronts. Our mission is to save lives, celebrate lives, and lead the fight for a world without cancer.



## COVER UP THE KIDDIES, TOO

Kids burn more easily. And babies younger than 6 months old should be kept out of direct sunlight.



Learn More // [cancer.org/skincancer](https://cancer.org/skincancer)  
Stay Protected // [cancer.org/sunsafety](https://cancer.org/sunsafety)  
Detect Early // [cancer.org/skincancerimages](https://cancer.org/skincancerimages)  
Donate // [cancer.org/donate](https://cancer.org/donate)



Put it on  
the Calendar!  
Snapshot of dates  
to be aware of

More details for items below can be found on our internal Sharepoint Snapcomm page.

- 7/14-18:** Legacy Week (see pg 3 for full details)
- M 7/14:** Legacy Tea  
Zumba , 4:10pm, Inpatient Gym \*
- T 7/15:** Legacy Luncheon
- W 7/16:** Legacy Dinner
- Th 7/17:** Employee of the Year Event, 12pm, South Lawn  
Weekly Walking Group, 12:15pm- 12:45 \*  
Yoga, 4:10pm, Inpatient Gym\*
- F 7/18:** Volunteer Luncheon
- Tu 7/27:** Social Security & Medicare Power Hour Session,  
12:15-1:15pm, Kyriacou or Zoom
- F 7/25:** Jeans for Charity
- T 7/29:** Blood Drive, 11am-4pm, Brooker Lecture Hall
- Th 7/31:** Headshot Appointments 9am-3pm
- F 8/1:** Jeans for Charity
- Fr 8/15:** Deadline to submit Flu Vaccine Exemption

\*WILL BE CONTINUING EVERY WEEK

| August                              | September                                 | October                   |
|-------------------------------------|---|---------------------------|
| Jeans for Charity<br>August 1       | Employee Appreciation Day<br>September 10 | Physical Therapy<br>Month |
| National Nonprofit Day<br>August 17 | Corks and Forks<br>September 18           | Open Enrollment           |
| Jeans for Charity<br>August 15      |   | Flu Shot Clinics          |



**American  
Red Cross**

# BLOOD DRIVE



**WEDNESDAY  
JULY 29  
11 AM - 4 PM  
BROOKER LECTURE HALL**

To schedule an appointment call: (1-800-733-2767)  
or visit: [redcrossblood.org-enter](http://redcrossblood.org-enter) Gaylord

## Hospital-Wide Open Headshots

Going to a conference?  
Need to refresh your email photo?

Sign up today to  
have a fresh headshot taken!

Thursday, July 31 from 9am-3pm  
Video Room on Jackson Ground  
\*By appointment only

**Click Here** to select your time slot!

Outpatient headshots available upon request.  
Contact Kate Brophy with any questions. x3459 / [kbrophy@gaylord.org](mailto:kbrophy@gaylord.org)



The featured organization is:

### CATA Penny Dunker Scholarship

Established in 2010, this endowment awards \$1,000 annually to a Connecticut athletic training student who reflects Ms. Dunker-Polek's dedication and community spirit. The scholarship honors her legacy as a devoted athletic trainer, educator, and EMT who bravely battled cancer.

[Click here to learn more](#)

Employees need a Jeans for Charity sticker or button to indicate their participation.

Stickers can be purchased for \$2 in the cafeteria, Jackson Java, Jackson 2 outpatient, Human Resources, and all outpatient clinics.

# 2025–2026 FLU VACCINE: EXEMPTION DEADLINE

Hi everyone,

Hope you're enjoying the summer! It's already time to prepare for flu season. If you plan to request a medical or religious exemption from the influenza vaccine, your completed form must be submitted by Friday, August 15, 2025.

Send forms to: Sonnia Belcourt (in person or via email at [sbelcourt@gaylord.org](mailto:sbelcourt@gaylord.org))

No late submissions or alternate exemption types will be accepted.

Please note: No other types of exemptions will be accepted, and adherence to this deadline ensures adequate time for review and written notification of approval or denial.

## Important Policy Update

There has been a change to the Mandatory Healthcare Personnel Influenza Policy.

- All exemptions are now valid for one (1) year only.
- Past approvals do not carry over—you must submit a new request for the 2025–2026 season.

## What to Know

### Medical Exemptions:

- Must cite a legitimate, documented allergy or medical contraindication, and signed by a licensed medical provider.
- Guillain-Barré Syndrome qualifies for a permanent, lifelong exemption (after approval of this year).
- Other lifelong medical conditions that contraindicate the influenza vaccine must be clearly stated and documented.

### Religious Exemptions:

- Must be on official letterhead from the house of worship and signed by an official clergy member.
- Original, signed documents only - Emails or photocopies will not be reviewed.



## Download Forms & Policy

(Internal links only)

[Revised Influenza Policy](#)  
[Medical Exemption Form](#)  
[Religious Exemption Form](#)

Please reach out if you have any questions or need assistance with your submission. Thank you for helping us maintain a safe and healthy workplace.

Appreciatively,  
Sonnia Belcourt BSN,RN,CIC  
Manager, Infection Prevention



***Coming Soon!***

*The*  
**Social Security  
and Medicare  
POWER HOUR**



**7 Basics for Employees Approaching Retirement!**

Better understand the foundation of your retirement, and be prepared to make informed, confident filing decisions by watching this easy-to-understand webinar that covers 7 key Social Security & Medicare topics...

- **Filing Age Considerations... Early or Delayed?**
- **Beware! Social Security's Annual Earnings Test**
- **Benefits for Spouses, Survivors, and ex-Spouses**
  - **Using a mySocialSecurity Online Account**
- **The Medicare Choice: Original or Advantage**
  - **Navigating the Enrollment Maze**
  - **When the Group Plan Meets Medicare!**

**"We now know what to do, how to do it, and when to do it. Thank you!!"**

***On-Site in Kyriacou Lecture Hall or Remote***

*Recording Available*



**Tuesday July 22 from 12:15 - 1:15pm**

***\* Reach out to Paul Pacileo, [ppacileo@gaylord.org](mailto:ppacileo@gaylord.org), to RSVP for this event \****



*You're Invited*

# CORKS & FORKS

FOOD • SIGNATURE DRINKS • LIVE MUSIC

**Thursday, September 18, 2025**

**5:30pm - 9:00pm**

Brooker South Lawn  
Gaylord Hospital  
50 Gaylord Farm Road, Wallingford, CT

To purchase your  
tickets scan the QR code or visit:  
**[www.gaylord.org/corks](http://www.gaylord.org/corks)**



**\$125**  
PER TICKET

*Sponsored by:*



**STAFF TICKETS ARE \$100 EACH,**  
with a limit of two tickets per person at this price.