

# PARTNERING FOR SUCCESS

## CAADS SPRING CONFERENCE

April 29 – May 1, 2015

DoubleTree Berkeley Marina



CAADS

California Association For Adult Day Services



# PARTNERING FOR SUCCESS

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April 29 – May 1, 2015

DoubleTree Hotel, Berkeley Marina, Berkeley, CA

**Partnering for Success** is the key to your future as an adult day services provider. That's why the 2015 CAADS Spring Conference will feature opportunities, strategies and tools to build on existing partnerships and forge new relationships in your quest for excellence and stability. We'll think outside-the-box about working with new partners and payers.

For both the medical (ADHC/CBAS) and non-medical (ADP) models of adult day services, Person-Centered Care is at the heart of what you do, and will soon be a regulated feature of how you deliver care. Based on the terrific response to our Fall Conference keynote and courses on person-centered care in practice, **Beth Meyer-Arnold, RN, MS**, and **Lyn Geboy, PhD**, with Cygnet Innovations Group LLC in Milwaukee, Wisconsin, will join us again for this Conference, where you'll learn:

- Practical and tested approaches to implementing person-centered care
- Key concepts that you can use right away
- "Action steps" for getting started
- Simple but powerful metrics that you can implement tomorrow
- The secret behind improving participant, caregiver and staff satisfaction

**Denise Peach, MPPH**, Chief, CBAS Branch, California Department of Aging, will provide important updates on:

- Home and Community-Based Settings transition plan stakeholder process
- Status of new process for applying for ADHC licensure and new CBAS certification
- Top 5 List of "What Not to Do" that every ADHC/CBAS center needs to remember

CAADS Membership Meeting will include **Russ Foster**, Principal, pmpm Consulting Group of WeiserMazars LLP, to discuss how managed care is driving quality and value, and the importance of developing the approaches and skill set to be a truly valued partner with your health plans. With the new waiver rules, plans are able to be more flexible in how they negotiate rates and contract terms that reflect the value of your program. Learn what is needed to prepare for those conversations.

**Lydia Missaelides, MHA**, Executive Director of CAADS, will explain why the push toward standardization of processes and outcome measures is essential, and what CAADS is doing to lead the way and support you as you move toward innovative, diversified lines of business "beyond Medicaid."

This Conference offers a mix of leadership and clinical courses only available from CAADS. Come share the excitement, knowledge and camaraderie—your sense of purpose will be refreshed!

# CAADS SPRING CONFERENCE

## EDUCATIONAL TRACKS

ADHC/CBAS and ADP Center Owners and Leaders, Managed Care CBAS Professionals, Nurses, Program Directors, Social Workers, Activity Directors, Finance/Billing Staff and Therapists are all encouraged to attend, whether experienced or new to Adult Day Services. Important learning opportunities are provided for all program models and for managed care professionals working with CBAS centers:

**ADHC / CBAS** = Adult Day Health Care (ADHC) centers, licensed by the California Department of Public Health/ADHC centers Medi-Cal certified as Community Based Adult Services (CBAS) by the California Department of Aging and regulated by the California Department of Health Care Services

**ADP** = Adult Day Program facilities, licensed by the California Department of Social Services Community Care Licensing Division

**ADCRC** = Alzheimer's Day Care Resource Center program, specializing in Alzheimer's and related dementia care within a licensed ADHC/CBAS and/or ADP

**MCO** = Managed Care Organization (Medi-Cal Managed Care Health Plan)

## 2015 SPONSORS *(at time of print)*

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## 2015 ANNUAL CONFERENCE EXHIBITORS *(at time of print)*

#### A – Z Bus Sales, Inc.

Shawn Morrison, Administrator  
951-781-1830  
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## 2015 SPRING CONFERENCE PLANNING GROUP

Chair, Stephanie Wilson, Triple 'R' Adult Day Program

Daisy Absalon, Eskaton Adult Day Health Center – Carmichael

Lin Benjamin, California Department of Aging, CBAS Branch

Judy Canterbury, Training for Tomorrow

Shannon Davis, Casa Pacifica Adult Day Health Care

Guita Sharifi, Alzheimer's Family Services Center

Bob Trostler, San Fernando Valley ADHC Center

# CAADS SPRING CONFERENCE

## GENERAL INFORMATION

### Assistance and Special Accommodations

Do you have special needs (i.e. physical, dietary) that we can address to make your participation more enjoyable? Please notify CAADS in advance for assistance at:

**T: 916-552-7400 • E: [pam@caads.org](mailto:pam@caads.org)**

### Attire

Business casual. As a courtesy to those with fragrance sensitivities, this is a scent-free event. Please refrain from using/wearing strong fragrant products.

## CAADS MEMBERS SAVE!

You need not be a CAADS Member to attend, but membership has its benefits! Only Members are eligible for:

- Discounted registration rates!
- Reduced rates for Additional Registrants from the same site.
- A ticket to attend "Members Only" events on Wednesday.

To learn more about CAADS and the benefits of membership, please visit our website at [www.caads.org](http://www.caads.org) and click on "Join Now," or give us a call at 916-552-7400.

## CERTIFICATE OF ATTENDANCE

You will receive a Certificate of Attendance in your conference folder upon check-in at the Conference Registration Desk.

## SUBSTITUTIONS, CANCELLATIONS AND REFUNDS

Substitutions will be accepted with advance notice to CAADS by emailing [pam@caads.org](mailto:pam@caads.org) or calling CAADS at 916-552-7400. Note no registration package can be split or shared among multiple substitutes.

Cancellations must be made in writing by 5 PM, Friday, April 3, 2015, to receive a refund, less a \$50 Registration Cancellation Fee. Telephone cancellations must be followed by a written request or they will not be considered valid.

Refund requests will be reviewed and processed after the conference. Refunds will not be granted if you do not attend, send a substitute, or fail to cancel in writing by April 3, 2015. No exceptions. No refunds will be given to those who register but do not attend the Conference (aka "no-shows").

## CONTINUING EDUCATION CREDIT (CE HOURS)

Courses/plenaries meeting the criteria for CE credit are designated accordingly. There is a processing fee for each course for which you would like to receive CE credits:

### CAADS MEMBERS:

By April 3, 2015:	\$10 per COURSE
By April 17, 2015:	\$20 per COURSE
After April 17, 2015:	\$30 per COURSE

### NON-MEMBERS:

By April 3, 2015:	\$25 per COURSE
By April 17, 2015:	\$35 per COURSE
After April 17, 2015:	\$45 per COURSE

To pre-register for CE credits, check the appropriate box on the registration form. If you require continuing education credit from a board not listed below or you are an out-of-state provider, you are strongly encouraged to contact that board to verify acceptability before registering for CE Credits. CAADS is an approved continuing education provider for:

### CA Dept of Social Services, Community Care Licensing Division (CCL)

Licensed Adult Day Program (ADP)  
*Administrator and Direct Care Staff*

### California Board of Registered Nursing (BRN)

Provider Number: 11021  
*Registered Nurses and Licensed Vocational Nurses*

### California Board of Behavioral Sciences (BBS)

Provider Number: 1151  
*MFT and LCSW Only*

### California Board of Occupational Therapy (BOT)

*Occupational Therapists*

## MEMBER REGISTRATION RATE

To qualify for the Member Rate, your center/organization must be a CAADS Member in good standing. Employees from the same physical site address as the member center/organization are eligible for the Member Rate. Consultants are not considered employees.

Non-Members are encouraged to join by visiting the CAADS Web site at [www.caads.org](http://www.caads.org). Click on the "Join Now" tab for benefits, dues rates or to download an application for membership. Or call CAADS at 916-552-7400.

# CAADS SPRING CONFERENCE

## FIRST TIME ATTENDEES SAVE!

For the first time at Spring Conference, CAADS would like to offer a **10% discount** to First Time Attendees. If you have NEVER attended a CAADS event, you qualify! See the "1st Time Attendee" line on the registration form for your discount.

## GROUND TRANSPORTATION

### Super Shuttle

**800-BLUE-VAN (800-258-3826)** or visit [www.supershuttle.com](http://www.supershuttle.com) for reservations.

From/To Oakland Airport  
\$27 each way\*

From/To San Francisco Airport  
\$35 each way\*

*\*Rates subject to change*

### Taxi Service

*Look in/on taxi to see if flat rates to/from airports are posted, to avoid being overcharged.*

From/To Oakland Airport  
Oakland Berkeley Taxi Service: 510-355-5555  
Cost: Approximately \$55 each way\*

From/To San Francisco Airport  
Oakland Berkeley Taxi Service: 510-355-5555  
Cost: Approximately \$85 each way\*

*\*Rates subject to change*

## CONFERENCE LOCATION / HOTEL INFORMATION

### DoubleTree Hotel, Berkeley Marina

200 Marina Boulevard, Berkeley, CA 94710  
T: 510-548-7920

[www.doubletreeberkeleymarina.com](http://www.doubletreeberkeleymarina.com)

**Hotel Deadline:** Reserve your room by 5:00pm on April 7, 2015; Available Online 24 hours a day!

**Check-In Time:** 3:00 PM • **Check-Out Time:** 12:00 Noon

**Online Reservations:** [http://doubletree.hilton.com/en/dt/groups/personalized/J/JBKCADT-CAA-20150422/index.jhtml?WT.mc\\_id=POG](http://doubletree.hilton.com/en/dt/groups/personalized/J/JBKCADT-CAA-20150422/index.jhtml?WT.mc_id=POG)

**For reservations by phone, call:** 510-548-7920

**Mention the code "CAADS" to receive our discounted conference rate of \$139\* Single/Double.**

*\*All rooms subject to applicable state and local taxes (currently 15.065%) or applicable service, or hotel specific fees per night in effect at the time of conference.*

### **Hotel rates are \$139 for single/double occupancy.**

The DoubleTree Hotel, Berkeley Marina has graciously extended the special conference rate for three (3) days prior and three (3) days post conference (based on availability), for those who would like to enjoy an extended stay. Rates are guaranteed if a reservation is made by 5 PM on April 7, 2015 AND if space is still available at the CAADS conference rate. It is a good idea to make your hotel reservations early. Reservation requests made after the cut-off date of April 7, 2015, will be based on availability at the Hotel's prevailing rates. Regardless of when you make your hotel reservation, please be sure to mention "CAADS," as CAADS receives a discount on meeting space fees based on the number of guest rooms occupied by CAADS event attendees.

### **Hotel parking is complimentary.**

For driving directions & additional transportation information, please visit the DoubleTree Berkeley Marina's website at [www.doubletreeberkeleymarina.com](http://www.doubletreeberkeleymarina.com)

# CAADS SPRING CONFERENCE

## AGENDA-AT-A-GLANCE

### Wednesday, April 29, 2015

- 8:00 AM – 9:00 AM ..... Exhibit Move-In and Set-Up
- 9:00 AM – 5:00 PM ..... CAADS Registration (*Members Only Day*)
- 9:00 AM – 5:00 PM ..... Exhibit Viewing
- 10:00 AM – 5:00 PM ..... CAADS Membership Meeting & Luncheon (*Open to Members Only*)
- 4:00 PM – 6:00 PM\* ..... Special Training Session for Nurses – Separate registration and fee required  
**Medication Reconciliation Certificate Course**—Ensuring Effective Responses through Standardized Medication Reviews  
*\*Separate registration is required*

### Thursday, April 30, 2015

- 7:30 AM – 4:00 PM ..... CAADS Registration
- 7:30 AM – 5:00 PM ..... Exhibit Viewing
- 7:30 AM – 8:30 AM ..... Continental Breakfast
- 8:30 AM – 12:00 PM ..... Welcome Remarks and Morning Plenary Sessions  
**State Updates**  
**Be the Change You Wish to See: Person-Centered Approaches in Adult Day**
- 12:00 PM – 1:00 PM ..... Luncheon
- 1:00 PM – 1:30 PM ..... Exhibit Viewing
- 1:30 PM – 3:45 PM ..... Concurrent Educational Courses: Session 1 (see page 9 for descriptions)
- 1A: Person-centered Care in Practice: First Steps  
Finding Your Opportunity for Change and Starting with People
  - 1B: Opportunities for Partnering with the Veterans Administration
  - 1C: Innovative Partnerships to Expand Services in the Community:  
Starting the Conversation
- 3:45 PM – 5:00 PM ..... Exhibit Reception and Live Auction/Raffles
- 5:00 PM – 6:00 PM ..... Exhibit Move-Out

# CAADS SPRING CONFERENCE

## AGENDA-AT-A-GLANCE (CONTINUED)

### Friday, May 1, 2015

7:30 AM – 3:00 PM ..... CAADS Registration

7:30 AM – 8:30 AM ..... Continental Breakfast

8:30 AM – 10:45 AM ..... Concurrent Educational Courses: Session 2 (see page 10 for descriptions)

2A: Person-Centered Care in Practice: Building Confidence  
Person-Centered Activities and Using the Physical Environment

2B: Key Issues in Cost Containment and Compliance

2C: Culture and Ethnicity: Communication Techniques and Behavior Strategies to Support Alzheimer's Participants and Their Caregivers

11:00 AM – 12:30 PM ..... Concurrent Educational Courses: Session 3 (see pages 10-11 for descriptions)

3A: Person-centered Care in Practice: Making Change Happen

3B: Navigating the California Employment Law Maze

3C: Programming for People with Early Memory Loss

12:30 PM – 1:30 PM ..... Luncheon

1:30 PM – 3:00 PM ..... Closing Presentation and Raffle

*Jennifer Kent, Director, California Department of Health Care Services*

3:00 PM ..... Adjourn

# CAADS SPRING CONFERENCE

**WEDNESDAY, APRIL 29, 2015** (MEMBERS ONLY DAY)

**8:00 AM – 9:00 AM**

**Exhibitor Move-In and Set-Up**

**9:00 AM – 5:00 PM**

**Registration Desk Open (Members Only Day)**

**9:00 AM – 5:00 PM**

**Exhibitor Viewing**

**10:00 AM – 5:00 PM**

**CAADS Membership Meeting  
(Open to Members Only)**

*Lydia Missaelides, Executive Director, CAADS  
Mark Kovalik, President, CAADS*

**12:00 PM – 1:00 PM**

**CAADS Members Only Luncheon (Open to Members Only)**

**1:00 PM – 5:00 PM**

**CAADS Membership Meeting Continues  
(Open to Members Only)**

**4:00 PM – 6:00 PM\***

**Special Training Session for Nurses**

**Medication Reconciliation Certificate Course—  
Ensuring Effective Responses through Standardized  
Medication Reviews**

*\*Separate registration is required*

**THURSDAY, APRIL 30, 2015**

**7:30 AM – 4:00 PM**

**Registration Desk Open**

**7:30 AM – 5:00 PM**

**Exhibit Viewing**

**7:30 AM – 8:30 AM**

**Continental Breakfast**

**8:30 AM – 12:00 PM**

**Welcome Remarks & Plenary Sessions**

*Lydia Missaelides, Executive Director, CAADS*

**State Updates**

*Denise Peach, MPPH, CBAS Branch Chief,  
California Department of Aging*

Denise will provide a status report on the changes impacting CBAS centers as a result of the CBAS Waiver Amendment effective December 1, 2014. These include compliance with the federal Home and Community-Based (HCB) Settings Rule and person-centered planning by March 2019, selective contracting by managed care plans, removal of the reimbursement rate floor, changes in reimbursement methodologies, and care coordination responsibilities with managed care plans. CBAS centers are utilizing newly-developed standardized forms and processes for reporting Incidents and Discharges as well as adapting to the revised Patient Characteristics Report. The moratorium on new center development has ended and new center applicants will be required to complete a pre-screening application process. It is a new world for CBAS providers requiring adaptation and collaboration with managed care plans and state oversight partners.

Representatives from the DHCS MMCD have been invited to discuss what changes are ahead for the CBAS provider community related to the amended 1115 waiver for CBAS and other issues that may relate to the Coordinated Care Initiative (CCI) and Cal MediConnect (CMC).



# CAADS SPRING CONFERENCE

## Be the Change You Wish to See: Person-Centered Approaches in Adult Day (1.5 CE Hours)

*Beth Meyer-Arnold, RN, MS, Principal, Cygnet Innovations Group LLC*

*Lyn Geboy, PhD, Principal, Cygnet Innovations Group LLC*

Making the shift to person-centered dementia care is smoother for everyone involved when we can see and hear the difference for ourselves. We all learn better, faster, and have more fun when we can contribute to creating caring and imaginative ways for understanding and coping with the sometimes unexpected behaviors that accompany dementia. Join the shift, as we learn simple engaging, and common-sense techniques that we can use to integrate person-centered practices into staff training, involve day center participants and family in care planning, and create meaningful and purposeful opportunities for people with dementia to contribute to the life of our communities. We can commit when we can BE the CHANGE.

**12:00 PM – 1:00 PM**

**Luncheon**

**1:00 PM – 1:30 PM**

**Break / Exhibit Viewing**

**Session 1 • 1:30 PM – 3:45 PM (2.0 CE Hours)**

*Three concurrent education courses to choose from!  
(Break: 2:30 PM – 2:45 PM)*

## 1A: Person-centered Care in Practice: First Steps Finding Your Opportunity for Change and Starting with People

*Beth Meyer-Arnold, RN, MS, Principal, Cygnet Innovations Group LLC*

*Lyn Geboy, PhD, Principal, Cygnet Innovations Group LLC*

**Learning Objectives:** The concept of person-centered care (PCC) continues to gain attention, but what is person-centered care? What might it mean for your organizational outcomes? What does it look like in everyday practice? What would be an urgent reason to change your care model? And how does person-centered care relate to staff development and team retention? At the end of this course, attendees will:

- Hear about a research-based systems approach to person-centered care
- Be able to identify their organization's own urgencies for change and potential opportunities around which to create change
- Learn strategies and trainings for recognizing and assessing engagement in participants and teaching positive interactions for staff

## 1B: Innovative Partnerships to Expand Services in the Community: Starting the Conversation

*Cindy Kauffman, Chief Operating Officer, Institute on Aging*  
*Micheal Pope, Executive Director/Administrator, Alzheimer's Services of the East Bay*

*Celine Regalia, MSW, Director, Adult Day Services of Napa Valley*  
*Moli Steinert, Executive Director, SteppingStone Corporate Office*

**Learning Objectives:** Future thinking adult day services leaders are finding new strategic partnerships and strengthening existing ties to community partners in order to move beyond survival to actually thriving in the rapidly evolving health and social services environment. CAADS members are at the forefront of creating these new relationships. Four such innovators will share their stories of how they started new business lines that remained true to their mission, brought in new revenue, and expanded their visibility with the community and payers. Panel format will be highly conversational and interactive. At the end of this course, attendees will:

- Hear about a new outreach approach for connecting unserved high need populations to ADHC
- Find out how Proposition 63 funds are being used to fund older adult and caregiver services through a community collaborative that includes the local ADHC
- Consider the future potential for adult day services partnering with emerging palliative care models
- Learn how to increase private pay and partner with non-traditional land owners to expand into unserved areas
- Understand how to work with managed care plans to meet their needs for avoiding the cost of skilled nursing care
- Be able to identify the potential for becoming an Alternative Care Site for PACE

## 1C: Opportunities for Partnering with the Veterans Administration

*Stephanie Gaxiola, LCSW, MPH*

**Learning Objectives:** The federal VA has provided adult day health services as a benefit for a number of years. At the end of this course attendees will be able to:

- Describe the VA adult day health care benefit and eligibility criteria
- Understand the VA oversight role for adult day health
- Understand the basics of the contracting process
- Understand the basics of the VA claims process and co-payment rules

**3:45 PM – 5:00 PM**

**Exhibit Reception and Live Auction/Gift Basket Raffle**

This is a great time to network with exhibitors, colleagues and friends to wrap up the scheduled activities for the day.

**5:00 PM – 6:00 PM**

**Exhibit Move-Out**

# CAADS SPRING CONFERENCE

FRIDAY, MAY 1, 2015

7:30 AM – 3:00 PM

Registration Desk Open

7:30 AM – 8:30 AM

Continental Breakfast

Session 2 • 8:30 AM – 10:45 AM (2 CE Hours)

Three concurrent education courses to choose from!  
(Break: 9:30 AM – 9:45 AM)

## 2A: Person-Centered Care in Practice: Building Confidence Person-Centered Activities and Using the Physical Environment

*Beth Meyer-Arnold, RN, MS, Principal, Cygnet Innovations Group LLC*

*Lyn Geboy, PhD, Principal, Cygnet Innovations Group LLC*

**Learning Objectives:** Learn basic strategies for implementing person-centered care in your activity program and using the environment as a resource rather than a roadblock. This session will include the use of creative training and behavior modeling techniques. Benchmarks and performance indicators will be shared as you envision your care going from great to exceptional. At the end of this course, attendees will:

- Learn strategies and techniques that will help them see all participants as extraordinary
- Learn tactics for creating person-centered activities
- Experience what it's like to see and use the physical environment as a resource for supporting engagement and social interaction

## 2B: Key Issues in Cost Containment & Compliance

*Guita Sharifi, EA, PKE MBA, Chief Financial Officer, Alzheimer's Family Services Center*

**Learning Objectives:** During the first half of this course, we will review Best Practices in managing government and foundation grants. During the second half of this course, we will review cost allocation plans and cost containment strategies. At the end of this course attendees will:

- Understand best practices in managing government grants
- Be able to allocate direct and indirect costs
- Learn about budgeting and containing costs

## 2C: Culture and Ethnicity: Communication Techniques and Behavior Strategies to Support Alzheimer's Participants and Their Caregivers

*Ann Blick Hamer, MA, LCSW, Dementia Education Specialist, Stanford Geriatric Education Center*

**Learning Objectives:** Understanding the changes persons with neurocognitive disorders experience is essential to communicating and developing relationships with our participants. In this course we will review physiological changes associated with aging, those specific to persons diagnosed with Alzheimer's Disease and other dementias and how these changes may be experienced. We will discuss behavior and communication and the impact of dementia on the family. How does understanding one's culture and ethnicity impact how we work with individuals? Activities and other ways in which the day center can support both participants and their care partners in the community will be explored. At the end of this course, those in attendance will understand:

- Physical changes associated with neurocognitive disorders
- Communication techniques to effectively work with persons with dementia
- Strategies for managing difficult behaviors
- Cultural competence vs cultural humility
- Activities to support care partners

Session 3 • 11:00 AM – 12:30 PM (1.5 CE Hours)

Three concurrent education courses to choose from!

## 3A: Person-centered Care in Practice: Making Change Happen

*Beth Meyer-Arnold, RN, MS, Principal, Cygnet Innovations Group LLC*

*Lyn Geboy, PhD, Principal, Cygnet Innovations Group LLC*

**Learning Objectives:** This session is designed to motivate attendees to take action on the concepts and strategies described in sessions One and Two. Session Three will use the theory of person-centered care, the Place-Based Model for Change, and the systems Model of Place to harnessing staff perspectives of person-centered care to shift the power and deal with resistance to change. Each attendee will draft a plan for her/his own organization, identifying three action steps for starting person-centered care on Monday. At the end of this course, attendees will:

- Be encouraged to develop practical and sometimes RADICAL solutions to challenges they face in leading person-centered practices. Place and practice innovations for elder and dementia care
- Leave with key take-aways as the foundation for their person-centered care in practice plan for their own centers
- Draft a plan with three action steps for starting person-centered care on Monday

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## 3B: Navigating the California Employment Law Maze

Walter M. Stella, Esq., Shareholder, Miller Law Group

**Learning Objectives:** California workplace laws are plentiful, constantly changing and often challenging to comply with. This course will review some of the hot button employment law issues facing California employers today and the best practices for dealing with these issues. At the end of this course, attendees will:

- Identify current employment law issues facing California employers
- Understand the obligations these laws place on them
- Learn best practices and practical tips for complying with these laws

## 3C: Programming for People with Early Memory Loss

Kristin Einberger, Consultant, Author and Program Director for Brain Boosters and the Fairfield Senior Day Program

**Learning Objectives:** As more and more people with early memory loss seek services, it is essential that day programs add programming specific to their needs and capabilities, apart from those currently offered to those in the mid to late stages of dementia. At the end of this course, participants will:

- Gain a better understanding of the importance of providing specific programming for those with early memory loss
- Learn the unique components of an activity program and gain first-hand knowledge of appropriate activities
- Learn the importance of incorporating the use of each of the five senses into activities

12:30 PM – 1:30 PM

### Luncheon

1:30 PM – 3:00 PM

### Closing Presentation and Raffle: Prospects for California’s Coordinated Care Initiative and the Role of Adult Day Providers

Jennifer Kent, Director, California Department of Health Care Services

The newly appointed director of the California Department of Health Care Services has assembled a broad-based policy and operational leadership team who are charged with continuing to implement complex health delivery reforms. Ms. Kent will offer her vision of the future of health care reform efforts currently underway in California and how adult day services providers can position themselves to help the state achieve the Triple Aim of quality care, lower cost, better outcomes. There will be an opportunity for questions and answers with the audience.

3:00 PM Adjourn

## NOTES

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