



Welcome! The meeting will begin shortly.

Engaging Employees and Leadership Support in Holistic and Mental Health Programs: Case Studies from Two Austin Employers

November 3, 2023

# Announcements

- Thanks for joining us today! We're HYBRID
- Virtual participants will be muted during the presentation
  - ▣ Please use chat box for asking questions
  - ▣ Please turn your cameras off
- Questions will be answered at the end of the presentation

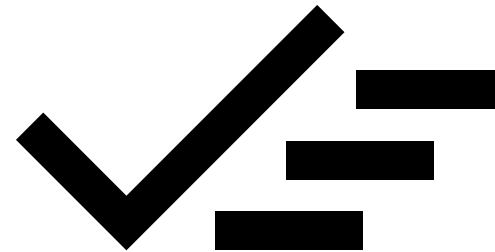
Today's Moderator: Susan Thompson – ABGOH Chair



# Agenda

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- Announcements & Introductions
- Speakers
- Questions & Answers
- Closing Remarks



# Please join us in welcoming our speakers



**Lyndsi Parker**  
Senior Director  
Marvell Technology



**Sarah Gregory**  
Global Benefits &  
Wellness Leader  
Marvell Technology



**Arlin Alvarez**  
Wellness Program Administrator  
Texas Department of Transportation



# Marvell's Wellbeing and Mental Health Programs

**Lyndsi Parker**

Senior Director, Hardware Engineering

November 3, 2023

**Sarah Gregory**

Global Benefits & Wellness Leader

# Agenda

1

About Marvell

2

Impact of Marvell's Wellness Program

3

Strategy and recent efforts around mental health

# Marvell

Company founded

**1995**

FY23 revenue

**\$5.92B**

Employees

**7,200+**

Patents worldwide

**10,000+**

Global fabless semiconductor supplier



 Nasdaq-100

# Mission

We develop and deliver semiconductor solutions that **move, store, process and secure** the world's data faster and more reliably than anyone else.



# Impact of Marvell's Wellness Program

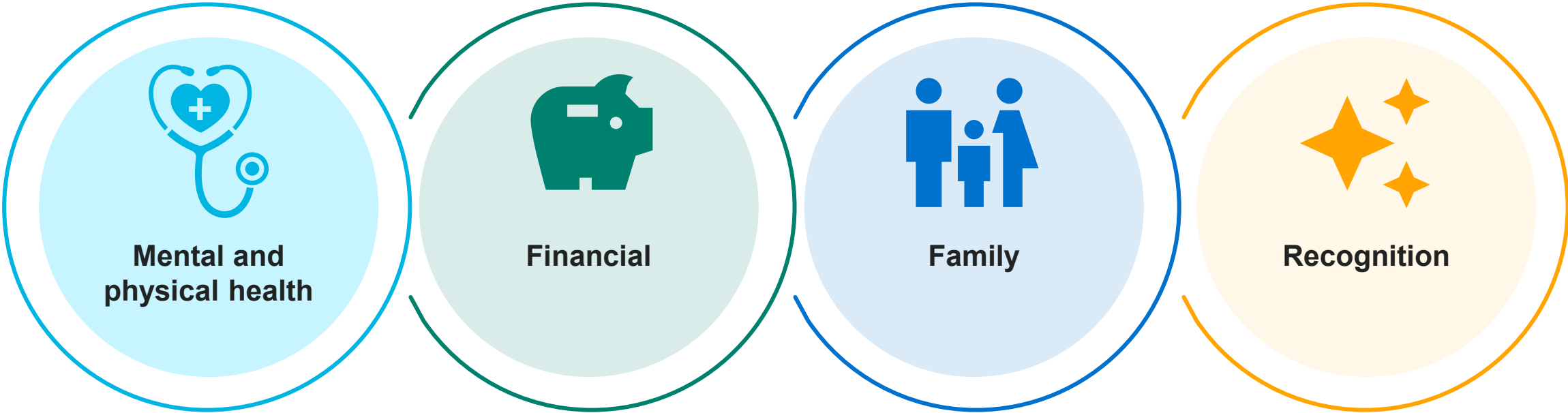




# Marvell's Wellness Program

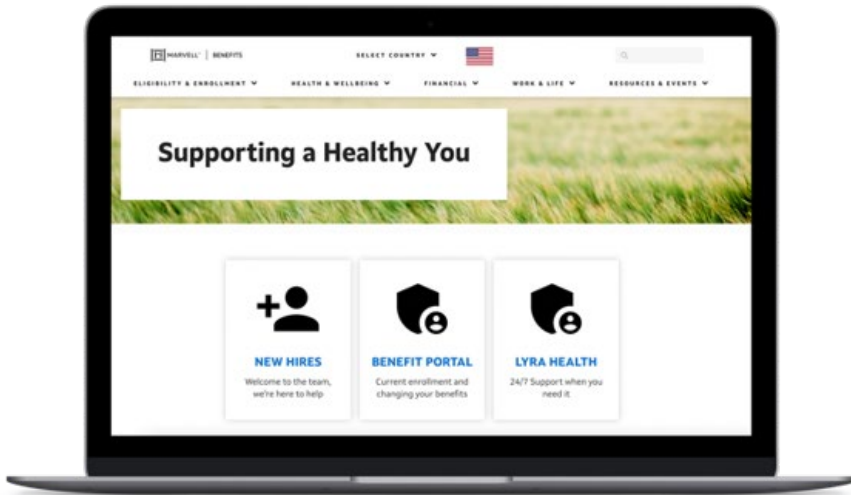
# Marvell's benefit pillars

Supporting a healthy you



# Communicating benefits

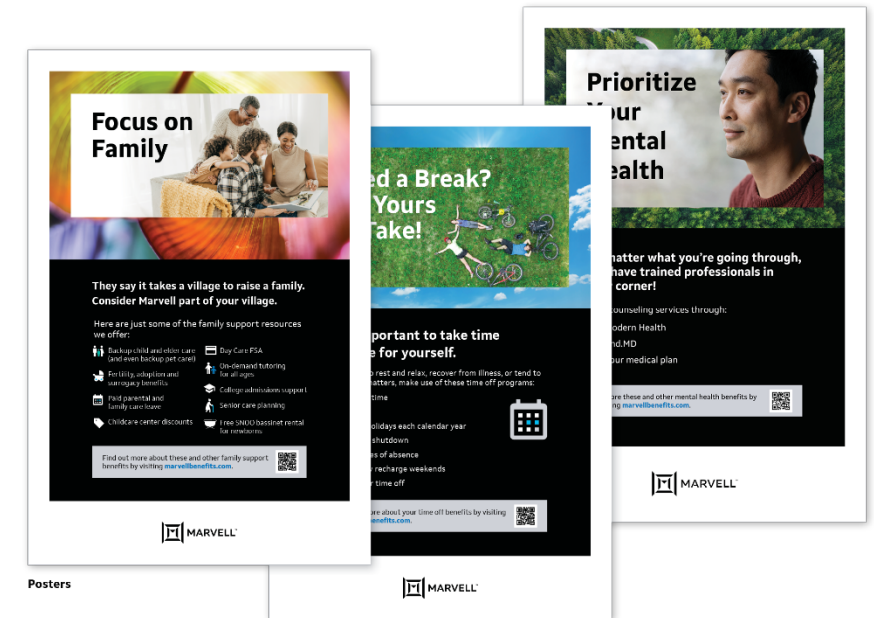
## Website



## Printed mailers



## Posters



Slack, email, wellness app, intranet, digital displays, webinars / events

# Mental health campaign – 2022

**MARVELL**

**Putting Mental Health First**  
Manager Talking Points

Over the past couple of years, you've likely experienced some kind of challenge to your mental health, whether it's related to work-life balance, anxiety, depression or burnout. Historically, many people have had a tough time opening up about their mental health struggles. That's one of the reasons we at Marvell strongly believe in the importance of addressing our employees' mental health concerns.

Remember that every team member's well-being is important—for their own sake, of course, but also for the sake of the entire team. By strengthening their own emotional resilience, they're better able to show up for all the people in their lives, including their coworkers.

Whatever our employees are going through, we want them to know they're not alone, and we want to equip them with the skills and resources they need to achieve optimal health and happiness.

To learn more about the Marvell benefits that can help you and your team members be your best—at work and at home—visit [Marvell's Global Mental Health website](#).

Manager Talking Points

**MARVELL**

**Stronger You. Stronger Us.**

You can't be there for loved ones if you're not tending to your own health. Marvell's well-being benefits can support you—and the people who mean the most to you—no matter what comes your way!

Visit [marvellbenefits.com/health/mental-health-resources](https://marvellbenefits.com/health/mental-health-resources) to learn more.

Home mailer

**Stronger You, Stronger Us**

**MARVELL**

Email banner

**Mental Health**

Web banner

**Show up for others by showing up for yourself**

The past couple years have been really hard. Daily routines have been upended. Work environments have changed. And social lives have been seriously scaled back. It's no wonder you've likely encountered challenges with work-life balance, anxiety, depression or burnout.

For a long time, the stigma surrounding mental health issues kept people who were struggling from seeking the help they needed. That's why at Marvell, we're committed to letting you know you're not alone and to equipping you with the skills and resources you need to maintain your mental health.

Marvell has resources to help support you and your family. Visit [marvellbenefits.com/health/mental-health-resources](https://marvellbenefits.com/health/mental-health-resources) to explore all the Marvell benefits that can help you and your loved ones manage stress, improve your well-being and so much more!

**Don't forget:** Being there for others starts with being there for yourself. You can't show up for them if you're running on empty. First, you need to fuel your own engine!

**Have a need? We have a resource to help!**

**Occasionally feeling agitated or irritable?**  
You, as well as your spouse/domestic partner and children ages 18 and up, can talk to a **Modern Health coach**, who can help with relatively minor issues like everyday stress and anxiety. You can also navigate specific topics, like managing stress and increasing resilience, by taking self-directed **Modern Health courses** through their app or website.

**Need help juggling all your daily tasks and responsibilities?**  
Through your free **Care.com** membership, you can connect with child, elder and pet care services, and even get help with your household chores.

**Feeling anxious or depressed for days on end?**  
You, as well as your spouse/domestic partner and children ages 6 and up, can talk to a **Modern Health therapist**, a licensed clinician who can help with longer-lasting, more serious issues. You may also want to explore the additional **counseling services** provided through our Employee Assistance Program or your health plan (Anthem, Kaiser, Tufts or Canada Life), including telemedicine options.

**Have a child with a learning, social or behavioral need who could use extra support?**  
Take advantage of **Rethink**, an award-winning program that provides live tele-consultations with health experts, as well as easy-to-follow videos and other materials to support you and your child.

**Looking to connect with others?**  
Join a **Modern Health Circle**, a live community session led by a Modern Health therapist or coach. Circles give you the chance to explore important topics in a safe, supportive group setting. Topics include exploring your relationship to food, self-compassion, healing communities and building habits.

Find all of these resources and more at [marvellbenefits.com](https://marvellbenefits.com). Visit **Health > Mental Health Resources** for an overview; then, check out **Family > Counseling Services** for information on the services provided through your health plan.

Home mailer

# Manager talking points





## Putting Mental Health First

Manager Talking Points

Over the past couple of years, you've likely experienced some kind of challenge to your mental health, whether it's related to work-life balance, anxiety, depression or burnout. Historically, many people have had a tough time opening up about their mental health struggles. That's one of the reasons we at Marvell strongly believe in the importance of addressing our employees' mental health concerns.




Remember that every team member's well-being is important—for their own sake, of course, but also for the sake of the entire team. By strengthening their own emotional resilience, they're better able to show up for all the people in their lives, including their coworkers.


To learn more about the Marvell benefits that can help you and your team members be your best—at work and at home—visit [Marvell's Global Mental Health website](#).

Whatever our employees are going through, we want them to know they're not alone, and we want to equip them with the skills and resources they need to achieve optimal health and happiness.


### Be a Mental Health Role Model

As a manager, you can have a big influence on how your team members think about mental health. Here are a few ways you can make a difference.

- **1 Encourage conversation.**  
Let your team members know that you're always available to listen, no matter what challenges they're facing. You may even want to make mental health check-ins a part of your regular one-on-one meetings. See page 3 for tips on recognizing when a team member may need help and how to start that conversation.
- **2 Normalize mental health.**  
When you're having these conversations with your team members, make it clear that going through difficult times is perfectly normal and that it's important to seek help when they need it. If you feel comfortable doing so, consider sharing some of the struggles you've gone through.
- **3 Be a benefits ambassador.**  
Try out some of our well-being resources, like Modern Health, so you can speak with experience when you recommend them to team members.

 Manager Talking Points | 2

### What's a Modern Health Circle?



Modern Health Circles are live community sessions led by a therapist or coach. Circles can give your team members the chance to explore important topics in a safe, supportive group setting. Topics include managing stress and burnout, coping with stress and anxiety during times of uncertainty, caring for yourself while caring for others, and finding community outside your home country.

**And there's even a special Circle for you managers!** On Monday, March 28 at 12:00 p.m. PT, join other Marvell managers in a live workshop focused on supporting your team's resilience. Register today for "Supporting the Mental Health of Your Team: Guidance for Leadership and HR Professionals."

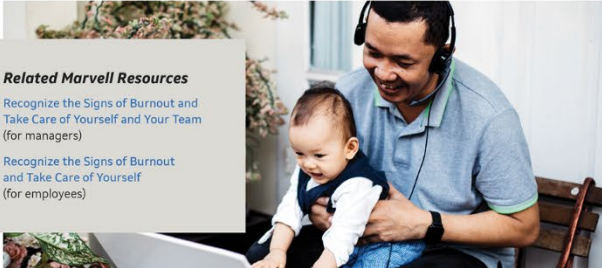
### Beware of a Crisis Situation


Hopefully the challenges your team members are facing are temporary, situational and relatively easy to work through. But some people may be dealing with much more serious issues. If an employee—or one of their family members—expresses any inclination to harm themselves or others, direct them immediately to the Suicide Prevention Hotline: (800) 273-8255 in the U.S. or (833) 456-4566 in Canada.

### Related Marvell Resources

[Recognize the Signs of Burnout and Take Care of Yourself and Your Team \(for managers\)](#)

[Recognize the Signs of Burnout and Take Care of Yourself \(for employees\)](#)



 Manager Talking Points | 4

# Measuring success


**59%** of people responded that if they (or a dependent) wanted to talk with a therapist, they would know where to go for support

“I haven't ever worked for a company that provided **so many options for mental health**.”

“I didn't necessarily learn anything new, but I do **like the attention paid to mental health**. There has historically been such a stigma associated with even discussing it. Good to see Marvell leaning in here.”

**72%** of people saw the *#benefitwellness-us* Slack channel that was launched as part of the mental health campaign

# New global EAP in 2023



**Put Your Mental Health First**


**Life is full of challenges. You don't have to face them alone.**

Lyra Health offers confidential, no-cost support to you and your eligible family members.


- 24/7 help line
- Specialized care for your child or teen
- Up to 8 no-cost sessions per year with a therapist or coach (additional sessions available to Marvell Anthem members)
- Online and virtual resources through Lyra's app or website
- Work-life services: legal, financial, identity theft and dependent care

Connect with Lyra Health anytime  
(877) 452-1372  
care@lyrahealth.com  
marvell.lyrahealth.com

Scan the QR code to learn more about Lyra Health and Marvell's other mental health benefits.



Poster



**MARVELL**

**Put Your Mental Health First**


Where can you find confidential, no-cost, 24/7 support for yourself and your family? Look no further than Lyra Health!

**MARVELL**

Marvell Benefits  
8 Marvell Lane  
Santa Clara, CA 95054

- **Up to 8 no-cost sessions per year** with a therapist or coach
- **Online and virtual resources** through Lyra's app or website
- **Work-life services:** legal, financial, identity theft and dependent care

Scan the QR code to learn how Lyra Health's mental and behavioral health services can enhance your personal and professional life.



Postcard



# New global EAP in 2023

## Be a Mental Health Role Model

As a manager, you can have a big influence on how your team members think about mental health. Here are a few ways you can make a difference.



- 1 Encourage conversation.**  
Let your team members know that

- 2 Normalize mental health.**  
When you're having these conversations with your team members, make it clear that going through difficult times is perfectly normal and that it's important to seek help when they need it. If you feel comfortable doing so, consider sharing some of the struggles you've gone through.



## Manager Talking Points

### Connect with Your Team Members

It can be hard to spot signs that a team member is struggling, especially if you're not in the same physical space with them on a daily basis. Here are some signs to look for, ways to facilitate productive conversations, and resources you can recommend.

**Always Here to Help**  
Contact Lyra at (877) 452-1372 or [marvell.lyrahealth.com](https://marvell.lyrahealth.com).

What You're Seeing	How to Start a Conversation	Marvell Resources
Your team member occasionally shows signs of agitation or irritability (seems short-tempered, impatient or unable to focus)	"I've noticed you haven't really seemed yourself lately. I'm just checking in to see if you're okay?"	<a href="#">Lyra's 24/7 Care Navigator Team »</a> <a href="#">Lyra's self-guided online resources »</a> <a href="#">Lyra coaching »</a>
Your team member exhibits signs of anxiety and/or depression for extended periods (missing a lot of work, missing deadlines, disengagement)	"There's been a lot going on recently. It's been a challenging time for most of us. How are you feeling these days?"	<a href="#">Lyra's 24/7 Care Navigator Team »</a> <a href="#">Lyra therapy »</a> Counseling services through Marvell health plans (Anthem, Kaiser and Tufts) »
Your team member seems to be struggling with work-life balance	"It's always hard to balance our personal and professional lives, but it's been even harder lately. How do you feel you're managing?"	<a href="#">Lyra's 24/7 Care Navigator Team »</a> <a href="#">Lyra's self-guided online resources »</a> <a href="#">Lyra's work-life services »</a> <a href="#">Care.com »</a> (child, elder and pet care; household services) <a href="#">Time off »</a>

**Reminder:** During focal review season, please do not use your employee's annual performance or compensation meeting as an opportunity to engage in a conversation around mental health. A more appropriate time to connect with a team member is during a regular 1:1 meeting or another casual, private setting with them. If, during focal review, an employee shares information (unsolicited) regarding their mental health, please be sure to reference Marvell's resources and to document as such.

- Additional Resources**  
If you have concerns about the overall health of your team—like if they're showing signs of burnout or they're having trouble dealing with a team member's illness—please speak with your HR Business Partner to learn about additional resources, such as a team workshop led by a Lyra clinician.



U.S. Manager Talking Points | 3

## Beware of a Crisis Situation

Hopefully the challenges employees face are temporary, situational and relatively easy to work through. But some people may be dealing with much more serious issues. If an employee—or one of their family members—expresses any inclination to harm themselves or others, direct them immediately to the Suicide Prevention Hotline: (800) 273-8255. You can also refer them to Lyra's 24/7 Care Navigator Team: (877) 452-1372.

**Critical Incident Response:**  
In the event of a critical incident (e.g., employee or family member expresses any inclination to harm themselves or others), you can provide an onsite therapist at the impacted location. Contact your HR Business Partner or **team at (877) 452-1372** to discuss scheduling.



## HR Guide

### Lyra Learn

You can access evidence-based, interactive courses and live events through Lyra Learn, Lyra's eLearning platform. Lyra Learn offers a broad array of courses for managers, teams and individuals on topics like sleep, parenting, stress, change management, noticing and responding when an employee is struggling, and more.

Each curated course features 5–8 chapters that include bite-sized videos, knowledge checks and resources. Employees and managers can browse courses by topic, or HRBPs can assign courses based on team or role.

To access Lyra Learn, log on to [learn.lyrahealth.com](https://learn.lyrahealth.com) using your work email address. When you register, use customer code **@marvell481**.

### Lyra Learn for Managers

Lyra Learn offers specific resources for managers.

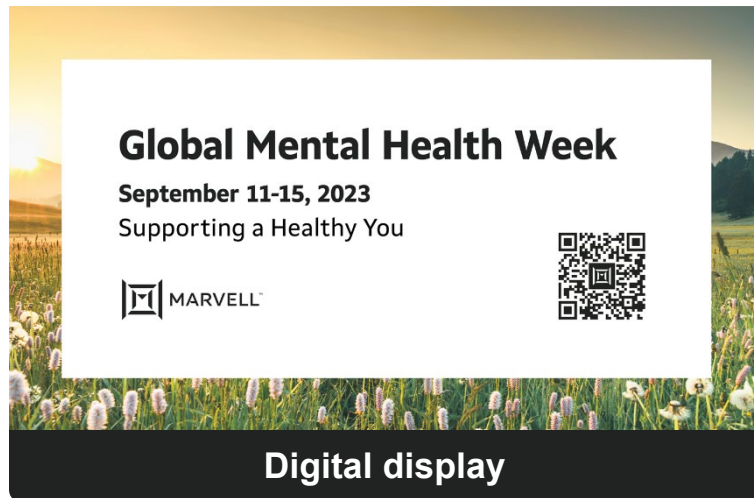
Course Title	Description
Tackling Burnout on Teams: A Manager's Guide	Learn the six organizational factors that drive burnout and what you can do as a manager to tackle each one.
Curbing Your Burnout	Understand what burnout is, how it develops, and what it may look like in your daily life.
Notice and Respond: Supporting Mental Health at Work	Spot the signs of distress in colleagues and learn how to provide the right kind of help, whether you're working remotely or onsite.
Psychological Safety	Learn how psychological safety allows team members to be themselves and achieve their full potential.
Emotional Intelligence for Leaders	Identify and deal with strong emotions; learn what emotional intelligence is and isn't and how to cultivate different components of emotional intelligence so you can bring your best self to work.



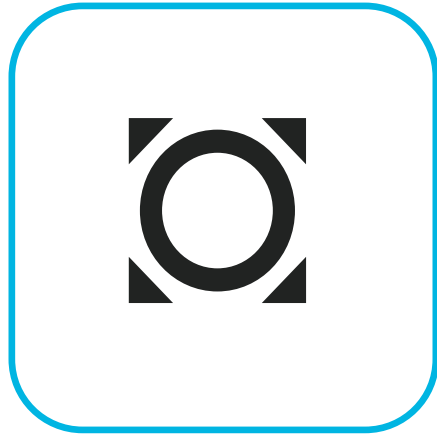
HR Business Partners Guide | 6

# Global Mental Health Week 2023

- Executive leadership fireside chat with EAP's CEO
- Science of Stress webinar
- Breathing campaign
- Activities at each office
- Zoom backgrounds
- Manager communications
- Mental Health “Bingo”



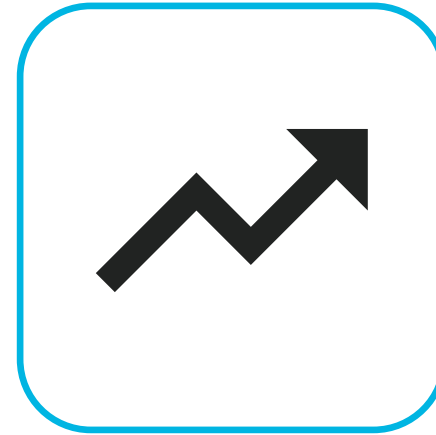
# Next steps



Scaling



Addressing burnout



Increasing EAP  
sessions



Youth and caregiver  
mental health support

# Takeaways

1

Know your population

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2

Communicate, communicate, communicate

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3

Executive sponsorship

---

4

Empower managers to engage in conversation around mental health



Thank You



Essential technology, done right™


# Mental Health in the Workplace:

## ‘Tune Up Your State of Mind’ Initiative

Arlin Alvarez  
Wellness Program Administrator  
Texas Department of Transportation (TxDOT)

**LIVE WELL WORK WELL**

Texas Department of Transportation



**Tune  
Up**  
**YOUR STATE  
OF MIND**

# Today's Presentation

## MAIN TOPICS

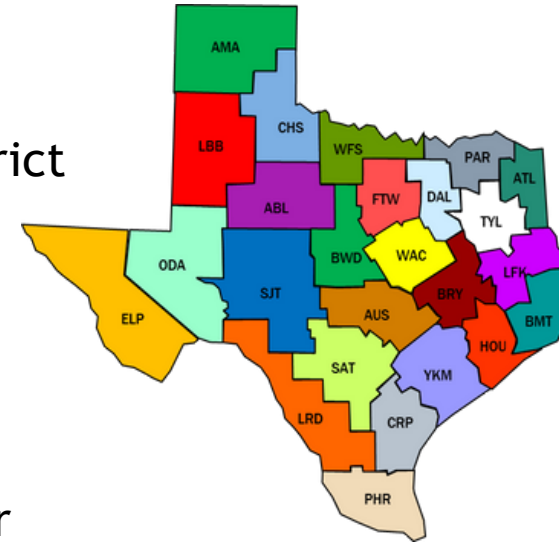
- TxDOT Overview
- A District's Unforeseen Staff Tragedies
- A Comprehensive Response with a Focus on Employee Engagement
- Scalable Solution: Adapting to Each District's Unique Needs



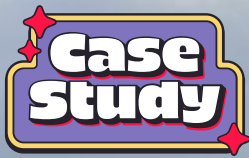
# TxDOT at a Glance

“Connecting You With Texas”

- Governmental agency
- ~12,900 employees
- 25 districts (metro, urban, rural)
  - Employee count ranges from 190 - 1,100/per district
  - ~4,400 maintenance employees
  - Emergency operations
- 34 divisions (HQ in Austin & across the districts)
- 75% Males, 25% Females
- 57% white, 30% Hispanic, 8% black, 5% Asian, 2% other



Mental health in the transportation industry has not traditionally been a topic many talk about, but it's changing!



## A District's Unforeseen Staff Tragedies

# District Leadership Response: Mental health became a district priority

## Initial Response:

- Offered CISDs & one-on-one counseling services to sections in response to employee deaths.
- Provided flexible time off.
- Mobilized other sections to support impacted section.



- Don't know how to best respond to a situation/ how to talk with someone of concern.
- Supervisors felt unequipped to help employees when in a crisis.
- Don't know the warning signs/what to look out for.

# District Leadership Response: Mental health became a district priority

## Additional Response:

- Coordinated a 2-hour suicide education presentation with NAMI-Central Texas at Supervisor meeting.



Good, but want broader mental health education.

# A Comprehensive Response:

## Tune Up Your State of Mind Initiative



A novel approach to the term 'preventative maintenance' as part of TxDOT's Foundation 14 Safety Program



### Education

Increase employee understanding of what mental health is, warning signs someone may be struggling, common mental health conditions, & positive ways to manage challenges.

### Share Resources & How to Access

Promote mental health resources and ensure employees know exactly where to go for help - for themselves or others.

### Normalize Mental Health Conversations in the Workplace

By talking more about mental health, we create a safe space for people to share and/or seek resources they need.

# A Comprehensive Response: Tune Up Your State of Mind

To be most effective, it is designed as a customizable, opt-in initiative where each district would select the components that meet the district's unique needs and interests. It is not a 'one-size fits all' initiative.

## 'Mental Health at Work' Assessment (baseline)

Identify gaps in awareness, knowledge, and resource support so a more focused mental health promotion strategy can be developed. Created by wellness team, district leadership has final determination on questions.

## Section Visits

Visit from district leadership & wellness team to share the 'why' and overview of the initiative. Distribute assessment via QR code or paper copies as many of employees do not have regular access to computer. Discuss interests and answer questions.

## In-Person Trainings with LPC

Statement of Work created by wellness team and may be modified based on what district leadership wants to include. Ideally, LPC would provide customized training to each section. Funding provided by district.

## Educational & Resource Support Materials

- Monthly 'Mental Health in Minutes' Tip-Sheets + Supervisor Tips (drafted emails, district leaders add personal touch)
- Individual & group resource materials

# Educational Support Material: Monthly 'Mental Health in Minutes' Tip-Sheets & Supervisor Conversation Starters

**MENTAL HEALTH IN MINUTES** Tune Up YOUR STATE OF MIND  
Protect Your Mind, Know The Signs

Each mental health condition is characterized by its own symptoms and behaviors, but there are common warning signs to be aware of.

Sometimes the following symptoms can be brushed off as simply situational or as just 'having a bad day'. It is important to keep in mind that each person is unique and symptoms will show up in different ways over different periods of times.

**KNOW THE WARNING SIGNS OF MENTAL ILLNESS**

- Excessive worry or fear
- Prolonged and excessive periods of feeling sad or low
- Prolonged or strong periods of irritability or anger
- Confused thinking or problems concentrating
- Extreme and/or uncontrollable mood changes
- Multiple physical ailments or complaints without obvious causes
  - Headaches, stomach aches, digestive issues, ongoing 'aches and pains'
- Inability to carry out daily activities or handle daily stressors
- Difficulty understanding or relating to others
- Changes in sleeping patterns or feeling tired and low energy/fatigued
- Changes in eating habits - either increased hunger or lack of appetite
- Avoiding friends, social activities, or activities that one normally enjoys
- Increase of substances - alcohol or drugs
- Personality changes or inability to perceive changes in one's own feelings
- Changes in sex drive
- Thoughts of suicide or feeling that you would be better off dead
- Difficulty perceiving reality (experiencing/sensing things that don't exist in reality)



view an audio of mental health warning signs



**MENTAL ILLNESS SIGNS IN THE WORKPLACE**

Warning signs, below are some signs to be aware of within the workplace. Changes in personality or demeanor can indicate a potential mental health condition.

- Disruptive behavior** - Disruptive behavior, breaking rules, or acting overly aggressive can be red flags.
- Seeming withdrawn or avoiding interaction** - Seeming withdrawn from the group, avoiding social situations, self-imposed isolation.

**RESOURCES**

- If you or a loved one is in immediate danger:
  - Call 911 & notify operator that it is a psychiatric emergency and ask for police officers trained in crisis intervention.
- If you or someone you care about is experiencing a mental health crisis or is having thoughts of suicide:
  - Call the National Suicide Prevention Line at 9-8-8.
- For support via text message:
  - Text the word 'HELLO', to 741741 to get connected with a trained crisis counselor.
- Employee Assistance Program (EAP) is available 24/7:
  - Toll Free: 866-348-9368 & Teen Line: 800-334-8336

Mental Health Resource Guide



LIVE WELL WORK WELL



**MENTAL HEALTH IN MINUTES** Tune Up YOUR STATE OF MIND  
Protect Your Mind, Know The Signs

**Supervisor Tips**

**IN AN UPCOMING TEAM MEETING:**

- Review this month's 'Mental Health in Minutes' tip-sheet (Mental Health Warning Signs) with the team.
  - Can they identify/relate with any of the mental illness warning signs?
  - Have they seen any of these signs in themselves or in others (family, friends, co-workers)?
    - Employees can share if they feel comfortable. They do not need to share this information out loud, but rather think about which signs (if any) they can identify with and how long it has been going on.
    - If you (the supervisor) feels comfortable, you can share your experience in identifying these warning signs in yourself or in someone you know.
  - IMPORTANT NOTE:** If any of the warning signs have been lasting longer than 2 weeks and/or impacting their daily lives - at work or at home - encourage the individual to talk with a medical provider as soon as possible.
- Ask the team if anyone was surprised about any of the warning signs (like how mental illnesses symptoms could be physical ailments - headaches, stomach issues, etc.)?
- Ask employees if they feel comfortable talking to someone that they feel is showing warning signs of a potential mental health condition. If not, what would help make them feel more comfortable in having these conversations?
- Remind employees of mental health resources available. TxDOT's Mental Health Resource Guide can be found on the last page of the monthly tip-sheet sheet.
  - Consider printing copies and posting the guide around the office so employees have access to the resource information.

represent differently for each individual signs and symptoms of mental health, you can support them in their setting.

**MENTAL HEALTH WARNING SIGNS**

mental health, you can support them in their setting. Are there things outside of work? Sure, but you've noticed some things that are not comfortable doing so. Encourage them to find a safe time or place for them. Offer support and resources, such as the Employee Assistance Program (EAP).

LIVE WELL WORK WELL

- Know when to stop the conversation by reading their body language and listening to their responses.
- Remember, while you can offer support, you are not a mental health provider. Encourage the employee to seek help from qualified professionals who can provide appropriate diagnosis, treatment, and support.

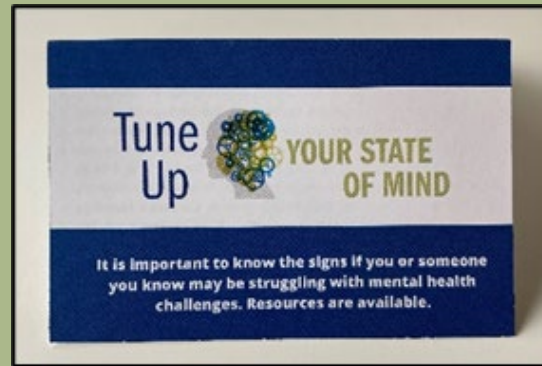
**Encourage a supportive work environment:**  
Foster a workplace culture that promotes mental well-being and encourages open conversations about mental health. Encourage employees to look out for one another and provide support when needed.

LIVE WELL WORK WELL

# Resource Support Materials



Magnet (Breakrooms) –  
Mental health warning signs  
& resources



Foldable Wallet Cards -  
Mental health warning signs &  
resources



Badge Insert –  
Mental health warning signs  
& resources

Magnet (Home) –  
Mental health  
resources





# Resource Support Materials



Helmet brim decal (inside) -  
Suicide & Crisis hotline & QR code to TxDOT  
Mental Health Resource Guide

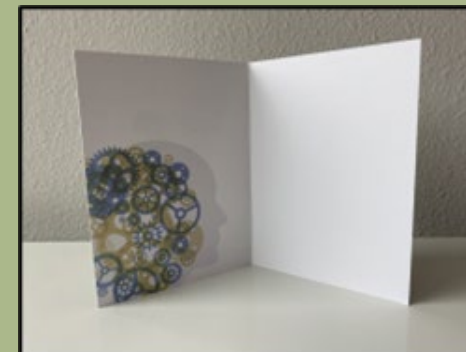
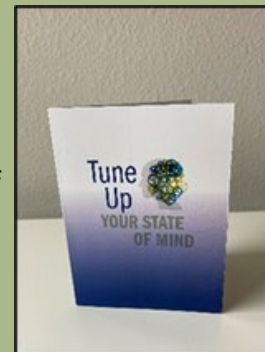


Mouse Pad - QR code to TxDOT Mental  
Health Resource Guide



Stickers

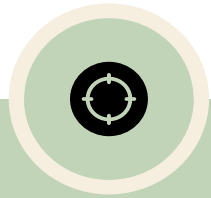
Blank 'Tune Up Your State of  
Mind' Card





**Scalable Solution:  
Adapting to each district's unique needs**

# Key Takeaways



#1

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Have a foundation, but always assess. Mental health promotion strategy & approach will be different based on employee group.



#2

.....

Include supervisors and employees in the planning. Get input on interests & needs.



#3

.....

Share the 'why'. Acknowledge & encourage getting comfortable in the uncomfortable.



#4

.....

Provide supervisors with tools to engage in mental health conversations in the workplace.



#5

.....

Promote resources.

Be creative in your promotion.

Promote some more!

# Thank You



**Arlin Alvarez**

Wellness Program Administrator

## Let's connect!

Email

[arlin.alvarez@txdot.gov](mailto:arlin.alvarez@txdot.gov)

Phone

512-645-5896

LinkedIn

[www.linkedin.com/in/arlinalvarez](http://www.linkedin.com/in/arlinalvarez)

# Questions & Answers

- Use the chat box to share what you learned in the breakout session or to send your questions to our speaker.
- A moderator will read questions as they are submitted.



# Closing Announcements

- Please complete today's session evaluation using QR code below (4 questions)



- ABGOH Member Interest Survey in November
- 2024: Partner Certification and Mayors Healthiest Workplaces Awards
- Today's presentation will be posted to the MHFC website.
- Thank you to our speakers!