

Welcome to HR Partners!
September 11, 2018



Agenda

- **Introducing Banner 9**
- **Creating Efficiencies in Staff Hiring**
- **Benefits Annual Enrollment**
- **Announcements and Deadlines**
- **Spin the Wheel!**

Introducing Banner 9

Danny Linton

Assistant Director, Human Resources

What's New in Banner 9

- **Starting September 24, 2018, INB is OUT! Admin Pages are IN!**
- **Application Navigator welcome screen offers a “Google-like” experience for navigating throughout Banner Admin pages, offering multiple ways to search**
- **Reorganization of the Banner Administrative menu**
- **Banner Admin pages are transformed, web page-like versions of INB forms**
- **Eliminating browser compatibility problems**

What's New in Banner 9

- **Ending dependency on Internet Explorer and allows for full browser support (Chrome, Firefox, Safari, MS Edge)**
- **Navigation improvements**
- **System messaging**
- **Multiple records view**
- **Lookups and filter**
- **Tablet friendly**

Resizing Banner 9 Admin Pages

- **CTRL and + (Makes Banner bigger)**
- **CTRL and - (Makes Banner smaller)**
- **CTRL and 0 (Resets zoom to 100%)**
- **These are not new Banner shortcuts; they are standard Web browser shortcuts**

Navigating Banner 9

- **On the Welcome screen:**
 - **Search Box:** Searches page names & descriptions (CTRL + Home)
 - **Search Icon:** Similar to the Banner 8 “Go To” box (CTRL + SHIFT + Y)
 - **Recently Opened Icon:** Like Banner 8’s history list (CTRL + Y)
 - **Menu Icon:** Basically the main menu (CTRL + M)
- **Navigator Help: CTRL + SHIFT + L**
- **Sign Out: CTRL + SHIFT + F**



Home



Ms Geraldine Lynn Taylor



Sign Out



Welcome

Search...



You can search for forms, pages, menus, jobs and quickflows.

Close

CTRL+M

display the menu

CTRL+Y

display the recently op...

CTRL+SHIFT+Y

search

CTRL+SHIFT+L

Help

CTRL+SHIFT+F

Sign Out



Keyboard Shortcuts

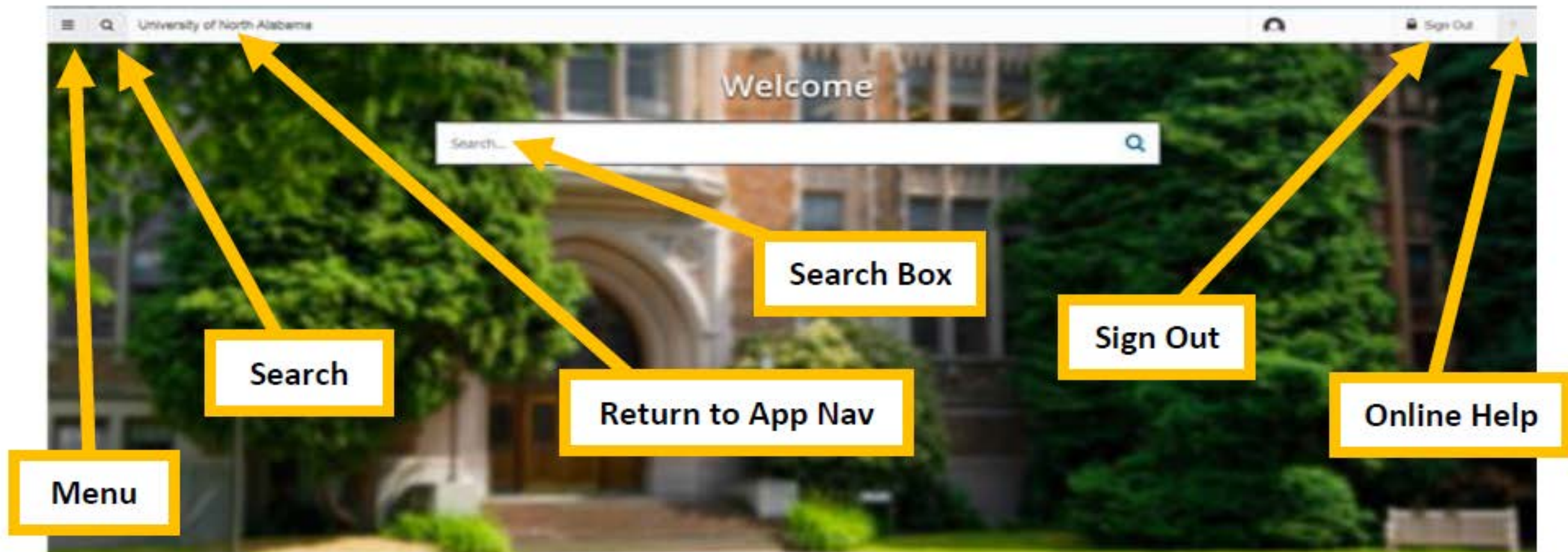
Ellucian® | © 2014-2016 Ellucian Company L.P. and its affiliates.

This software contains confidential and proprietary information of Ellucian and its subsidiaries, and is subject to the terms and conditions of one or more written licenses and the licensee in question.

100%

Application Navigator

Application Navigator uses single sign-on to provide access to transformed pages during transition from Oracle forms (INB) to a Java-based web application (Admin pages). Application Navigator is used to access Banner administrative applications.



Navigating Banner 9

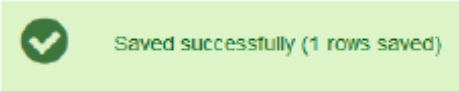

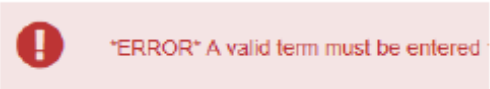

- What were “Forms” in Banner 8 are now “Pages” in Banner 9
- “Next Block” is now “Go”
- Each “block” is now a “section” (ALT + Pg Up/Dn)
- Rollback is now “Start Over”
- Query is now “Filter”

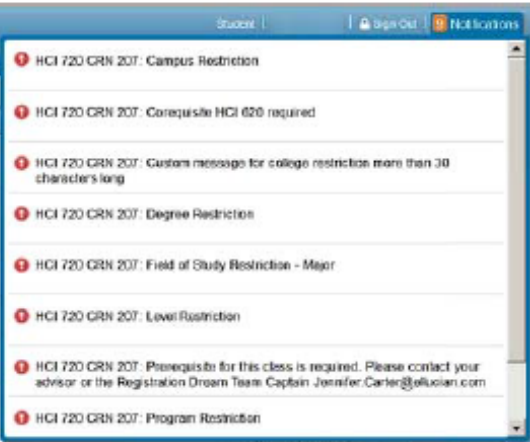
Banner 9 Notifications

- Green: successful save of data
- Yellow: warning messages
- Red: error messages
- Blue: informational messages

Notification Center and Help

ellucian LIVE | 2017

- Types of Information that is Displayed
 - Green: Successful save of data 
 - Yellow: Warning messages 
 - Red: Error Messages 
 - Blue: Informational Messages 
- Errors are displayed in red and also display affiliated with the field/record in error
- Multiple errors displayed together
- Displays the count of errors



© 2017 ELLUCIAN, CONFIDENTIAL & PROPRIETARY. SESSION ID: 98165

Banner 9 Et Cetera

- **Exit without saving: Click “Start Over” button and select NO when asked if you want to save.**
- **Related and Tools:**
 - “Related” is like Banner 8’s Options tab for Pages
 - “Tools” is like Banner 8’s Options tab for actions
- **All Banner 9 changes FOR NOW are limited to Admin Pages replacing INB. Changes to SSB HR, including changes to time sheets & leave reports, will be rolled out later.**

Banner 9 Data Export

- **Banner 9 allows users to extract displayed data to an external file (TXT, CSV, or XLSX)**
- **In Banner 9, data extract is under the Tools menu (SHIFT +F1)**

Queries

Person Search SOAIDEN 8.5.6 (C800)

ID	Last Name	First Name	Middle Name	Birth Date	Change Indicator	Type
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

•Query =
Filter

•Execute
=
Go

Person Search SOAIDEN 9.3 (PPRD)

PERSON SEARCH

Insert Delete Copy Filter

ID Contains

Last Name Starts With

Ends With

First Name Equals

Not Equal

Not Equal or IS NULL

Middle Name IS NULL

Change Indicator IS NOT NULL

Name Type

Case Insensitive Query Case Sensitive Query

Clear All Go

Banner 9 Navigation Documentation

- The full Banner 9 Navigation documentation is available [online](#).
- This includes a complete list of keyboard shortcuts.

Banner 9 HR Admin Pages

- **NBAJOBS**
- **NBAPBUD**
- **NBAPOSN**
- **NBIPINC**
- **NHIDIST**
- **NHIEDST**
- **PEAEMPL**
- **PEAFAC**
- **PEALEAV**
- **PEIESUM**
- **PEIETOT**
- **PEIFACT**
- **PEIJHIS**
- **PEILHIS**
- **PHICHEK**
- **PPAIDEN**

Questions?



Creating Efficiencies in Staff Hiring

Danny Linton

Assistant Director, Human Resources

WorkforUM Changes

- For staff postings, departments will now have a maximum of 30 days to submit interview candidates to OIE for approval
- After 30 days, the posting process will be cancelled and must be started over

WorkforUM Changes

- **New posting status of “Interviewing” will soon allow OIE to automatically notify the Department Authority in WorkforUM that pools have been approved**
- **This applies only once per posting; approval of follow-up candidates will remain manual**

WorkforUM Changes

- **CFO & Presidential approval of NEW staff position requests will now be electronic rather than manual**

WorkforUM Changes

- **OIE to be removed from the hiring proposal workflow for staff positions**

WorkforUM Changes

- **Staff positions will now all only require a minimum posting period of five business days**
- **Longer if you prefer, shorter not allowed**

WorkforUM Changes

- **Staff positions paid from grants may now be posted earlier, with “TBD” listed as the position number while a new position is being established**

WorkforUM Changes

- **WorkforUM's Onboarding module to debut soon**

Annual Benefits Enrollment 2018

**Patricia Polania
Assistant Director,
University Benefits Administration**

Annual Benefits Enrollment 2018

- **October 1 – October 12, 2018**
- **Two Weeks!**
- **Enrollment ends 4:30 p.m. Central Time**

Annual Benefits Enrollment 2018

- You must use Employee Self Service (ESS) in Edison.
- Enroll early! Submit your changes as early as possible.
- Enrollment ends at 4:30 p.m. Central on October 12. You must click “submit” in ESS to finalize your selections.
- All new dependent verification documents must be received by 4:30 p.m. Central on October 12.
- Life Insurance: Use the Securian (Minnesota Life) website to enroll in voluntary term life insurance at www.lifebenefits.com/stateoftn
- CDHP/HSA: Employees must update their HSA contributions each year.
- Flexible benefits:
 - Enroll on PayFlex website at stateoftn.payflex.com.

Annual Benefits Enrollment 2018

- Annual Enrollment newsletters mailout will begin after the Labor Day holiday.

**PARTNERS
FOR HEALTH**

ANNUAL ENROLLMENT FOR 2019 BENEFITS

Oct. 1- Oct. 12, 2018, at 4:30 p.m. Central time

State, Higher Education & COBRA

Special Notice

Just in time for the holidays, we're giving you a break from your health insurance premium! In **November 2018**, your **health insurance premium won't be deducted from your paycheck**. If you pay directly, you won't be billed for December premiums. Applies to enrolled state and higher ed employees, pre-65 retirees and COBRA participants. Questions? Call 800.253.9981.

Email

If you give us your email address in Edison, we may email you important information in 2019.

Join a Webinar ...

to learn more about 2019 benefits:
Monday, Sept. 24: 9-10 a.m.
Wednesday, Sept. 26: 2-3 p.m.
Monday, Oct. 1: 10-11 a.m.
Wednesday, Oct. 3: 1-2 p.m.
Monday, Oct. 8: 9-10 a.m.
All Central time.
See page 2 for instructions.

Premiums

To see all premiums, go to tn.gov/partnersforhealth/insurance-premiums.html

It's About Time ... to Enroll!

This year, Benefits Administration is mailing this annual enrollment newsletter, instead of a decision guide. This newsletter highlights important information. You can find full details, including comparison charts for health, dental, vision and disability plans, on our website at tn.gov/partnersforhealth.

Your annual chance to ...

- Choose or update your benefits for 2019. Changes will be effective Jan. 1, 2019.
- Enroll or re-enroll in a health savings account (HSA) and flexible spending accounts (FSA).
 - HSA details are on pages 2-3. FSA details are on page 6.

Important 2019 updates

Networks and benefits may change and impact you. So even if you don't make any changes, it's a good idea to review your enrollment each year. If you don't make changes, your current medical, disability, dental and vision selections will stay the same. You must make HSA or FSA elections, if applicable to you.

- **Health insurance premiums decrease by 9.4%**. See page 3 for details.
- **Same health plans** as last year—Premier PPO, Standard PPO, Consumer-driven Health Plan/Health Savings Account (CDHP/HSA).
- **Same network options**—BlueCross BlueShield Network S, Cigna LocalPlus, Cigna Open Access Plus (OAP). See page 3 for details.
- **Copays, coinsurance and deductibles are staying the same.**
- **Other benefits premiums:**
 - **Cigna** prepaid dental plan – **no premium increase.**
 - **MetLife** dental plan – **premiums will increase 2%.**
 - **Davis Vision** plans – **no premium increases.**
 - Basic term life insurance, basic accidental death & dismemberment (AD&D) and voluntary AD&D – **premiums will decrease.**
 - **MetLife** disability plans - **no premium increases.**
- Please see CDHP/HSA and FSA restrictions on page 6.



Benefits Enhancements for 2019!

- Waive copays on Medication Assisted Treatment (MAT) medications to treat opioid dependency
- Pro-rate copays for maintenance medications being synchronized
- Applied only to PPOs; CDHP pays actual drug cost, not co-pay
- Improve adherence by allowing members to coordinate medication refills so that all are filled on the same day

Benefits Enhancements for 2019!

- Waive in-network outpatient cardiac rehab cost sharing
 - Waiver applies to PPOs and CDHP
 - Waiver applies only after deductible has been met
 - Less than 1/3 of our eligible members engage in outpatient cardiac rehabilitation and those who engage typically do not do so as recommended.
- Add coverage for bone anchored hearing devices deemed medically necessary by the claims administrators
 - Majority of plans covering cochlear implants (as we do) also cover bone anchored hearing devices

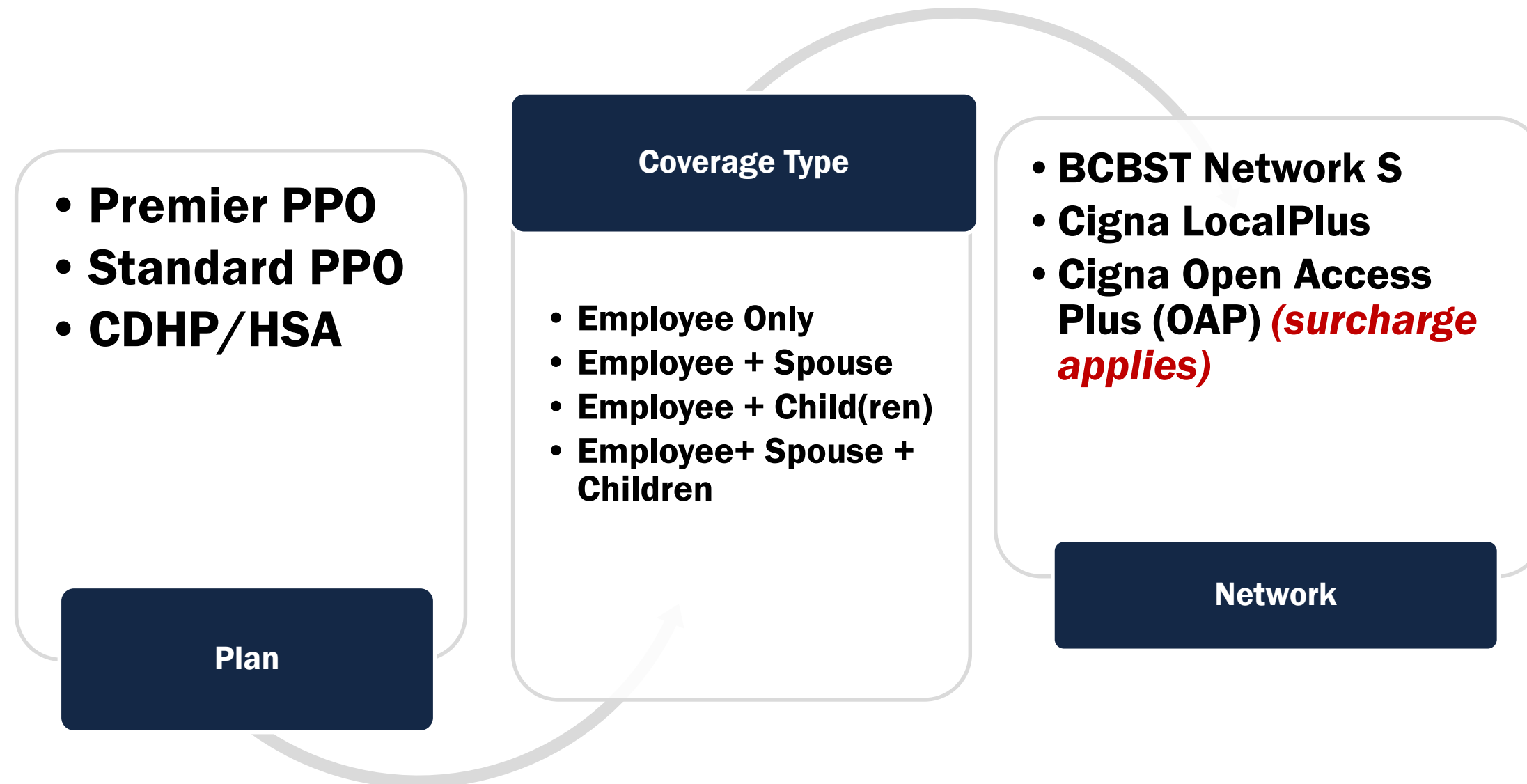
Benefits Enhancements for 2019!

- Place in-network outpatient physical therapy outside of the deductible
 - Applies to PPOs only. Cannot remove deductible for CDHP
 - Removes up-front cost barriers for members who want to avoid surgery and pain medications
 - Outpatient occupational and speech therapy will be treated similarly since the benefits typically mirror one another
 - Members must still pay coinsurance

Premiums for 2019!

- **State Plan**
 - Active employee premium goes down by 9.4%
 - The Administration established and funded a retiree Trust to provide a secure and stable source of funding for retiree health care costs in the future
 - Create a separate active and retiree rates
 - Increase retiree premium 3.5%
 - No changes to vision premium for 2019
 - MetLife DPP0: 2% premium rate increase for 2019

Health Insurance



- Even if you don't make any changes, you should review your enrollment every year. The plans, networks and benefits may change and impact you.

Health Insurance

Three health options – you choose one.

1. Premier PPO

- Highest premiums – but lower out-of-pocket costs for deductible, copays and coinsurance.
- Premium will decrease in 2019 by 9.4%.

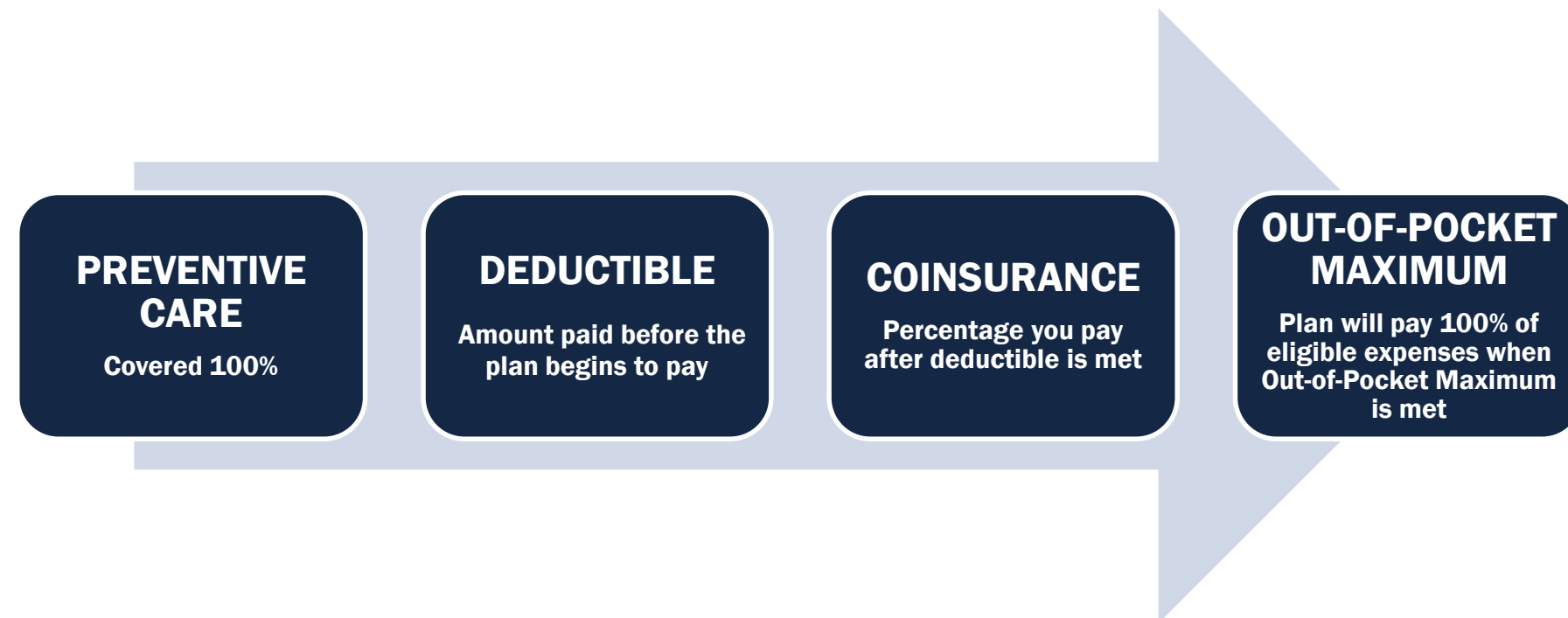
2. Standard PPO

- Mid-range premiums – but higher out-of-pocket costs for deductible, copays and coinsurance than the Premier Plan.
- Premium will decrease in 2019 by 9.4%.

3. Consumer-driven Health Plan (CDHP)/HealthSavings Account (HSA)

- Lowest premiums – but higher deductible first before the plan pays anything for most services, and then you pay coinsurance, not copays.
- State HSA funding will be \$250 employee only/\$500 employee + dependent
- Premium will decrease in 2019 by 9.4%.

CDHP/HSA: How does it work?



CDHP/HSA benefits

- The state contributes to your HSA (\$250 employee only/\$500 family tiers), and you can contribute to this account with pre-tax dollars.
- HSA money can be used to pay for your out-of-pocket costs like your deductible, coinsurance for doctor's visits and prescription drugs.
- Your HSA money rolls over each year — you keep it if you leave or retire

2019 maximum HSA contribution amounts (includes employer contributions):

- \$3,500 for employee only (includes \$250 state HSA contribution)
- \$7,000 for all other tiers (includes \$500 state HSA contribution)
- Members 55 or older can save an extra \$1,000 in a catch up contribution during the plan year

Health Insurance Networks

Network choices are the same in 2019 as in 2018, but the providers in each network can change. You choose one of three networks of doctors and facilities:

- **BlueCross BlueShield Network S:** There is no additional cost for this network. In 2019 in the Memphis market, Methodist facilities are out-of-network, and Baptist facilities are in-network. All Methodist provider groups will remain in-network.
- **Cigna LocalPlus:** There is no additional cost for this network. This is a smaller network than Cigna Open Access Plus (OAP).
- **Cigna OAP:** This is a large network, with a choice of more doctors and facilities, but you will pay more. In 2019 in the Memphis market, Baptist facilities are out-of-network, but Methodist facilities are in-network.
 - Monthly surcharges will apply:
 - \$40 more for employee only and employee+child(ren) coverage
 - \$80 more for employee+spouse and employee+spouse+child(ren) coverage.

Your network vendor's (BlueCross BlueShield or Cigna) website may have tools and resources to help you find out how much a procedure or test could cost.

Premiums for 2019 State and Higher Education

Employee Share of Monthly Premiums

Premium Level	Premier PPO		Standard PPO		CDHP/HSA	
	BCBS/ Cigna LocalPlus	Cigna Open Access	BCBS/ Cigna LocalPlus	Cigna Open Access	BCBS/ Cigna LocalPlus	Cigna Open Access
Employee Only	\$136	\$176	\$92	\$132	\$60	\$100
Employee + Child(ren)	\$204	\$244	\$139	\$179	\$89	\$129
Employee + Spouse	\$284	\$364	\$195	\$275	\$125	\$205
Employee + Spouse + Child(ren)	\$352	\$432	\$241	\$321	\$154	\$234

Deductible and Out-of-Pocket Maximums

	Premier PPO	Standard PPO	CDHP/HSA
	In-Network	In-Network	In-Network
Deductibles			
Employee only	\$500	\$1,000	\$1,500
Employee + Child(ren)	\$750	\$1,500	\$3,000
Employee + Spouse	\$1,000	\$2,000	\$3,000
Employee + Spouse + Child(ren)	\$1,250	\$2,500	\$3,000
Out of Pocket Max (medical and pharmacy combined)			
Employee only	\$3,600	\$4,000	\$2,500
Employee + Child(ren)	\$5,400	\$6,000	\$5,000
Employee + Spouse	\$7,200	\$8,000	\$5,000
Employee + Spouse + Child(ren)	\$9,000	\$10,000	\$5,000

Wellness Voluntary Rewards Program

The 2019 voluntary wellness program will be available for active employees and spouses.

- Regardless of the health plan you choose, members and enrolled spouses can participate in the program.
- You and your spouse can each earn up to \$250 a year by completing certain wellness activities – up to \$500 per family annually!
- Money is deposited through payroll* after completing certain activities and programs.
- More information about programs and activities will be available at www.tn.gov/partnersforhealth on the Wellness page.

**Members must be in a positive pay status to receive an incentive. The cash incentive for both the employee and eligible spouse will be deposited directly into the member's paycheck and will be taxed.*

Dental Insurance

During annual enrollment, eligible employees can enroll in or transfer between the two dental options:

- **Cigna Prepaid Plan**
Fixed copays
Participating dentists only
In-network only
Dental Care DHMO Network
Premiums will stay the same in 2019.
- **MetLife Dental Preferred Plan**
Coinsurance and deductibles
Any dentist
Pay less with network providers
DPPPO Network
Premiums will increase by 2% in 2019.

2018 Premiums	Cigna Prepaid	MetLife DPPPO
Employee Only	\$13.44	\$23.64
Employee + Child(ren)	\$27.91	\$54.36
Employee + Spouse	\$23.83	\$44.72
Employee + Spouse + Child(ren)	\$32.76	\$87.50

You will keep your current coverage if you don't make any changes

Vision Insurance

2019 Vision Plan managed by Davis Vision

There are two plan options—both plans offer the same services:

Basic Plan	Expanded Plan
Discounted rates	Copays
Allowances	Allowances
	Discounted rates

Premiums will stay the same in 2019

	Basic	Expanded
Employee Only	\$3.07	\$5.56
Employee + Child(ren)	\$6.13	\$11.12
Employee + Spouse	\$5.82	\$10.57
Employee + Spouse + Child(ren)	\$9.01	\$16.35

Both options offer the same services including:

- Routine eye exam once every calendar year
- Frames once every two calendar years
- Choice of eyeglass lenses or contact lenses once every calendar year
- Discount on LASIK/refractive surgery

Flexible Spending Accounts

Medical Expense Flexible Spending Account (FSA)

For certain medical, dental, vision and prescription costs not covered by insurance. You DO NOT qualify if enrolled in a CDHP. But you can put money in a limited purpose FSA for dental and vision.

- Calendar year election
- \$2,650 maximum
- Up to \$500 of your unused FSA balance can be carried over into the next plan year instead of you “losing it.”

Limited Purpose FSA: For certain dental and vision costs not covered by insurance.

- Calendar year election
- \$2,650 maximum

Dependent Care FSA

For certain dependent care costs such as after school care, baby-sitting fees, adult or child daycare and pre-school

- Calendar year election
- \$5,000 maximum
- Employee and spouse may contribute to the dependent care FSA up to \$2,500 each if both are working.

- Contribution limits: Set by the IRS. Go to [IRS.gov](https://www.irs.gov) for contribution limits
- Employees must re-enroll each year.
- Employees that have a HSA with a debit card and plan to enroll in a limited-purpose FSA – will use the same debit card for both.

Short Term Disability Insurance

- **Short Term disability insurance replaces a portion of your income during a disability, which could last up to 26-weeks. It may be good for those who:**
 - **Have little annual or sick leave**
 - **Take part in high-risk activities**
 - **Don't have six-month emergency funds**

	Option A	Option B
Elimination (Waiting) Period	14 calendar days	30 calendar days
Duration of Benefit	26-weeks	
Maximum Weekly Benefit	Up to \$2,500	
Minimum Weekly Benefit	\$25	

During annual enrollment, you can apply for enrollment or increase coverage if currently enrolled. You must answer five (5) medical questions by completing a form in Edison that is link to the MetLife website. Coverage will be effective once approved by vendor.

- **The short term disability insurance plan is managed by MetLife. Call the MetLife State of Tennessee Dedicated Customer Service Line with questions: **855.700.8001**,**
- **Mon.- Fri., 7 a.m. – 10 p.m., Central time.**

Long Term Disability Insurance

Long Term disability insurance replaces a portion of your income during a disability that is expected to last for an extended period of time. This period of time is typically longer than 90 or 180 days. It may be good for those who:

Need their income to pay for housing, food and other bills

Would have trouble supporting themselves if out of work more than 90 days

There are 3 coverage options to choose from:

	Option 1	Option 2	Option 3
Elimination Period	180 days	120 days	90 days
Percentage of Pay	50%	60%	60%
Max Monthly Benefit	\$2,000	\$4,000	\$7,000

During annual enrollment, you can apply for enrollment or increase coverage if currently enrolled by completing an Evidence of Insurability Form. Coverage will be effective once approved by vendor.

The long term disability insurance plan is managed by Lincoln Financial. Call the Customer Service Line with questions at 1.800.423.2765.

Life Insurance

All benefits eligible employees receive \$20,000 basic term life insurance and \$40,000 basic AD&D coverage automatically.

If you enroll in health insurance, your life insurance coverage increases and you pay more for this additional coverage.

- Overall, premium rates are going down in 2019.
 - If your salary goes up and you move into a higher benefit bracket, your premium may increase.
- Basic dependent term life insurance will now have another coverage level:
 - employee + spouse

Voluntary accidental death & dismemberment (AD&D)

- Premium rates for employees and dependents are going down in 2019
- For additional coverage, you apply online in Edison ESS at www.edison.tn.gov

Voluntary term life insurance

- Voluntary term life insurance premiums are not changing, but your rates could go up if you increase your life insurance amount, or you move into a higher age-bracket.
- For this coverage, you apply and update beneficiaries on the Securian Financial website at www.lifebenefits.com/stateoftn

What Do I Need to Do?

- Edison Access ID and Password
- Review current benefits using the 2018 Eligibility and Enrollment Guide at www.tn.gov/partnersforhealth
- View the animated videos to learn more about your benefits at www.tn.gov/partnersforhealth
- Attend Benefits Fair
- Visit the University Benefits Administration website at <http://www.memphis.edu/benefits> for enrollment instructions & links



Questions?



Announcements & Deadlines

Announcements & Deadlines

- **New HR Employees**
- **New HR Partners**

Announcements & Deadlines

- Don't forget to review the University's current job openings at workforum.memphis.edu.
- Subscribe to our Twitter feed at [@umemphisjobs](https://twitter.com/umemphisjobs)!

Announcements & Deadlines



**YOU'RE INVITED TO THE
MINORITY MARKETING VENDOR SHOWCASE**

Come meet different marketing and promotion vendors
from the Memphis community.

September 13, 2018 | 10 AM-2 PM | University Center Ballroom

Questions: purchasing@memphis.edu

Announcements & Deadlines

Benefits Fair

- **Main Campus**
September 19, 2018
10 a.m. – 2 p.m.
Rose Theatre
- **Lambuth Campus**
September 20, 2018
10 a.m. – 1 p.m.
Wisdom Parlor

Announcements & Deadlines

Benefits Annual Enrollment Period

October 1-12, 2018

All changes must be submitted by 4:30 p.m. on October 12th.

Announcements & Deadlines

All I-9 forms for all types of employees are now to be completed in HR via the I-9 compliance coordinator.

- 143 Administration Building
- Angela Wheeler-Lester
- 901.678.3338
- Please send employees **WITH PROPER DOCUMENTATION!**

Announcements & Deadlines

New HR Service Center Hours:

- Monday – Thursday: 7:30 a.m. – 5 p.m.
- Friday: 8 a.m. – 4:30 p.m.
- 165 Administration Building

Announcements & Deadlines

Career Milestone Awards

Thursday, November 8, 2018

UC Ballroom, 10 a.m.

Announcements & Deadlines

- Nike Company Store
- Sept. 8 – 15, 2018
- Store hours are Monday – Saturday 10 a.m. – 9 p.m. and Sunday 11 a.m. – 6 p.m.
- New release merchandise up to 40 percent off.
- All regular employees are allowed to bring their spouse/partner and/or dependents. Please ensure you comply with the following guidelines:
 - UofM employee must have their valid UofM ID card
 - Dependent/spouse must attend with employee
 - Dependent children ages 15 and older must have a valid ID (driver's license, state ID or school ID)
- Nike Company Store address: 3234 New Allen Road, Memphis, TN 38128
- Offer is for regular faculty and staff employees only!

Announcements & Deadlines

- Nominations are being accepted through September 14th at 4:30 p.m. for this month's Harriet R. Montgomery Customer Service Excellence Award.
- This month's division is Academic Affairs.

Announcements & Deadlines

Faculty Leave Reporting

- **REMINDER:** Faculty must submit leave reports each month during the academic year.
- Starting this year, this includes the days worked in August and May of the academic year.
- If working during the summer, leave must be reported via memo to Faculty Admin Services.

Announcements & Deadlines

Salary Letters

- **Seven versions of the online salary notification letters will be released on September 17, 2018. Only those receiving a letter will receive an e-mail notification.**
- **Only those employees who are affected will receive an e-mail.**

Announcements & Deadlines

- **Customer Service Training**
September 11, 2 – 3:30pm
AD177B

September 25, 10:30am – 12pm
AD177B

Announcements & Deadlines

- **E-Contract Training**
 - Graduate Assistants: October 24
 - Part-Time Faculty: October 25
 - Extra Compensation: October 26
- **All sessions in AD 177B, 2:30pm**
- **Please sign up in Learning Curve**

Announcements & Deadlines

- **Banner Navigation**
October 30, 2018
10 a.m. AD178
- **WorkforUM Training**
October 31, 2018
1:30 p.m. AD178

Thank you for attending!
memphis.edu/hrpartners

