



Newsletter

2007 - No. 6

<http://ncla.info>

December 2007

PRESIDENT'S MESSAGE

As my role as NCLA President comes to an end, I want to thank all our members for their participation and the time they commit to NCLA activities that enhance and enrich our profession. The phenomenal programs and continuing education opportunities offered this year would not have been possible without the dedication of the chair people and members of the various divisions and committees.

I want to thank the many library directors and Jackie Thresher, director of the Nassau Library System, for providing the meeting room space required for our programs. I would like to thank the members of the Executive Board for making my job easier: Vice-President/President Elect - Carolyn Voegler; Secretary - Lee Fertita; Treasurer - Lisa Paulo; and Past President - Frank McKenna.

We've had an interesting year. In addition to the wonderful workshops, NCLA got a new logo!



Thanks to Karen Shaw-Widman, a logo contest was coordinated and Tammie Bianco's entry was selected as the best representation of libraries today. Rocco Cassano updated the NCLA website incorporating the new logo and established an RSS feed on the calendar of events.



This year, NCLA sponsored two buses to Albany for Library Lobby Day. Sue deSciara, director of the Hewlett-Woodmere Public Library, suggested and coordinated her Friends group to participate in the bus trip. It was a great success and hopefully it will be repeated in 2008.

NCLA was represented on the committee to nominate the first Nassau County Poet Laureate. Although the committee nominated Max Wheat, the Government Services Committee of the Nassau County Legislature rejected the committee's nomination. A ceremony held at Cedermere in Roslyn Heights was held to honor Mr. Wheat.

In previous issues of this Newsletter, I wrote about the County Executive's plan to consolidate special taxing districts including libraries. On Tuesday, November 27, 2007, the County Executive met with more than 200 library trustees and directors to discuss the consolidation of libraries into a single County library governed by a single board with appointed trustees. It was a wonderful opportunity for the County Executive to listen to the concerns of trustees.

Mr. Suozzi acknowledged that since the total expenditures for libraries amounted to only 1.65% of the \$9 billion expended in Nassau for tax-supported services, any savings which might result from library consolidation would do little to alleviate the property tax burden, a sentiment voiced by many of the trustees who spoke at the meeting.

We were pleased that the County Executive indicated that he was open to the idea of strengthening the Nassau Library System as a means to achieve greater efficiencies.

(Continued on next page)

President's Message
(Continued)

We also applaud Mr. Suozzi's support for greater state funding for the Nassau Library System. In a follow up meeting, library directors had an opportunity to meet with the County's consultants to discuss barriers to sharing services. Library directors discussed the many ways we share services through the Nassau Library System. All agreed that additional efficiencies and savings should continuously be sought. Library directors and trustees look forward to all feasible proposals that could make us more efficient provided that such proposals do not sacrifice local control of libraries, compromise local library identity, diminish existing library services, reduce library hours or eliminate local library facilities.

In 2008, I will continue to work with you for the continued success of NCLA for its members, the profession, and the communities we serve. I wish Carolyn Voegler and the new Executive Board great success. Please join me at our annual dinner on Wednesday, January 9, 2008 at the Pompeii Restaurant in West Hempstead when our new officers will be installed.

Debbie Podolski
NCLA President



PR/Programming Division News

The election results for the PR/Programming Division were unanimous with 26 ballots counted. Officers for the 2008 PR/Programming Division of NCLA are:

President
Dolores Nicholes
falprprogramming@yahoo.com
Farmingdale

Vice President
Angie Schenker
Baldwin

Secretary
Suzanne Molczan
Hillside

Treasurer
Stacey Smith-Brown
Uniondale

1 Year Director
Patti Paris
Bellmore

2 Year Directors
Michelle Young
Oceanside

Amy Martinez
Glen Cove



The NCLA PR/Programming Division's bi-annual showcase is coming in March 2008. We still have openings for performers and presenters, so if you know of someone in any of the following categories who is absolutely fabulous, let Phyllis Cox of Jericho Library know by November 30, 2007.

Her email is
pccox@jericholibrary.org.

Catagories:

Musicians
Dancers
Magicians
Theater Troupe
Craftpersons
Variety Acts
Lecturers
Cooking Instructors
The Ever-Inclusive "Other"...



Patti Paris
PR/Programming
President



RSS Feed

The RSS feed on the NCLA Calendar has been enabled. It is an orange 'RSS' button at the top. The feature is currently in beta.

Rocco Cassano
NCLA Webmaster

Media Services Division Update

The ballots were mailed to our membership, the votes were cast, and the results are in! The Media Services Division officers for 2008 are:

Mamie Eng
President

Anne May
Vice-President

Nadege de Castro
Treasurer

Barbara Conroy
Recording Secretary

Michael Simon
1-Year Director

Rachel Taub
2-Year Director

Mamie has once again stepped up to the plate to the MSD President for a second time (she served as MSD President in 2003), and we are all very grateful for her support.

The "History of Science Fiction Cinema" program held on October 24, 2007, at the Syosset Public Library, had eighteen people in attendance. Jonathan Guildroy, Media Director of the Port Washington Library, did an exceptional job with his presentation of "must-have" film clips of the "Sci-Fi" genre, punctuated by helpful handouts with bibliography and videography. A surprise visit by Gabriel McKee, author of "The Gospel According to Science Fiction: From the Twilight Zone to the Final Frontier" was appreciated by all.

Our Annual Brunch was held on Wednesday, December 12, 2007, at the Port Washington Public Library, featuring the program, "Long Island Hall of Fame: Bringing the Long Island Sound into the Library." It was hosted by Tony Traguado, Media Librarian of the Port Washington Public Library, who also serves as the official archivist of LIMHOF. The catered affair was enhanced by door prizes and a few other surprises of Long Island renown.



Susan Healy
MSD President

Clerical Division News

The Clerical Division had its annual roundtable on Thursday, November 8, 2007, at the Uniondale Public Library. It was hosted by Chris Marra and Kathy Lanzaro. There were over 40 attendees with many questions and inquiries regarding circulation and clerical issues.

There was also a demonstration by CoLibri, a book covering company. The manager, Joe Guckert, gave an interesting demonstration of these book covers.

I would like to thank the Directors of all the libraries for allowing us to hold the Clerical Services Division Roundtable, especially to Trina Reed of the Uniondale Public Library for allowing us to have

this event at the library and to Carol Probeyahn of East Meadow Public Library for speaking to everyone about what has been going on with all the libraries and consolidation of them.

The Clerical Division is pleased to announce its officers for 2008:

President: Lupe Velasquez
(Currently Vice-President/
President-Elect)

Vice-President: Rosanne Crudo

Secretary: Connie Stanga

Treasurer: Angela Khilnani

The Installation Board Meeting luncheon was held on Thursday, December 6, 2007, at the Maine Maid Inn.

I would like to thank everyone on the Clerical Services Division Board for all their support and help over this past year and a half as President. It has been my pleasure serving as Clerical Division President. Good luck to the new board.

Don't forget to renew your NCLA membership for 2008. Watch for the mailing

Jeanette Nicoletti
President



NCLA Clerical Division at Sunset Cove, Tarrytown, September 20, 2007.

Reference & Adult Services Division Review

Graphic Novels

If you have adult patrons who believe that a picture is worth a thousand words, then graphic books may be just what the librarian ordered.

On September 26, 2007, 41 librarians, graphic novel lovers, and a scholar or two, gathered at the Carlyle on the Green at Bethpage State Park, for a colorful panel discussion on the subject of graphic books for adults. The event, which was sponsored by RASD, featured a panel consisting of Mark Siegel, Editorial Director of First Second Publishing; Matthew C. Murray, President and Executive Director, Museum of Comics and Cartoon Art (MoCCA); and Anne Ishii, formerly of Vertical Publishing. It was moderated by Wil Moss, writer for *Publishers Weekly* and *PW Comics Week*.



According to the panel, the United States has been slow to warm up to graphic books for adults, whereas in Western Europe and Japan, entire sections of book stores and libraries are devoted to them. Part of the problem, according to Mark Siegel, is that U.S. publishers don't have much faith in graphic books as a product, and thus are very conservative, relying on what already sells.

However, graphic books have been big in Europe for decades, as evidenced by such series as *The Adventures of Tin Tin* and *Asterix the Gaul*, which have been around since the 1930s. As for the Japanese graphic books, or *manga* (which means "comics" in Japanese), they came of age in the 1950s and '60s, with such stories as *Astro Boy* and *Kimba the White Lion* by Osamu Tezuka, which were introduced in the U.S. as animated TV series.

Another problem with promoting graphic books in the U.S., Matt Murray opined, is that comics were considered "low art," although such early comic strips as *The Yellow Kid* and *Little Nemo* were beautifully drawn and not written expressly for children. (Murray challenged us to name the first section of the newspaper we turn to in the morning. Everyone nodded in recognition that most times it was the comics page.) "Now comics are worthy of museums throughout the country," he added. He cited Art Spiegelman's *Maus*, which won the Pulitzer Prize in 1986 as the book that opened the door for others like it.

But like true librarians, the audience wondered where to put the graphic books. According to Anne Ishii, we make the mistake of treating manga and other graphic formats as a genre rather than a medium. She said that in Japan, there's no problem, as "historical manga will be in the history section, for example."

She further explained that these books are factual and carefully edited. Siegel mentioned *From Hell* by Alan Moore, as one of the most carefully researched books on the story of Jack the Ripper, and all agreed that *Fun Home* by Alison Bechdel is certainly a memoir.

In the end, it all comes down to exposure. "Young kids who read graphic books now will grow into readers who will want graphic books as adults. It's not all that different from computers," said Murray, explaining that while today's adults were slow to adapt to computers at first, their children have been using them since they started school and will continue to use them as they grow up.



The breakfast ended with the raffling off of numerous graphic books donated by publishers such as Overdue Media (the *Unshelved* series), Pantheon, First Second, St. Martin's Press, Hill and Wang, and Houghton Mifflin. (A special "thank you" to Gina Gagliano of MoCCA for securing the donations.)

Thanks Marcia Olsen for getting the lovely pepper plant and seasonal gourd centerpieces, Renee Gewirtz for staffing the sign-in table and selling raffles, Tammie Bianco for creating the signage and recruitment flyers, and Lisa Schindler for providing transportation from the train station for the panel.



(L to R): RASD Graphic Arts Panel - Wil Moss, Mark Siegel, Anne Ishii, Matthew Murray, with RASD President Tracey Simon.

Weeding Workshop

The October 31, 2007 RASD program on weeding fiction and non-fiction collections just grew and grew! Seventy five people attended to share their concerns, problems, and solutions with members of the Central Library Advisory Committee -- Susan Newson, Karen Porcella, Helene Hertzlinger and Erica Lang -- and Donna Ballard and Marcia Blackman from East Meadow Public Library, who facilitated the breakout groups. While there were no definitive solutions, everyone came away with ideas and a better understanding that weeding is more of an art than a science.

Home Repair & DIY

RASD ended its 2007 program year with "I Came, I Sawed, I Conquered," a discussion of home repair and do-it-yourself books with Gary Dymski, the home repair writer for *Newsday*.

Mr. Dymski suggested that these books be treated like medical books, weeding books over five years old, with few exceptions, from our collections. The main reason is that every year, new techniques, technologies and materials enter the marketplace, making the previous ones obsolete. He also recommended numerous federal government websites where one could find information regarding current materials standards, and some serials for magazine collections.

The audience of 40 was most attentive to his discussion of energy efficient materials, such as solar panels, which he strongly favors. At the end of the program, there was a raffle of a household repair kit, which was won by Marcia Blackman of East Meadow.



RASD Elections

More than 100 people voted in the election of RASD officers for 2008. The winners are:

President
Karen Porcella, Peninsula

VP/President-Elect
Judy Opatow, Bellmore

Treasurer
Stuart Schaeffer
Farmingdale

Recording Secretary
Marcia Ratcliff
Oceanside

Corresponding Secretary
Tammie Bianco
East Meadow

Two-Year Director
Lisa Schaeffer
Bethpage

One-Year Director
Stephanie Dwyer
East Meadow

One-Year Director
Sandi Silkes
Plainview-Old Bethpage

Congratulations to everyone, and we look forward to an exciting new year.

Tracey Simon
President, RASD

REMINDER

The address for the NCLA web page is:
<http://ncla.info>

NEW - Archive of past *NCLA Newsletters* is now available in PDF format on webpage.

Continuing Education Workshop

Be The Leader You've Always Wanted To Be: How To Be An Effective Supervisor



Elmont Public Library Director John Bosco speaks about being an effective supervisor.

Fifty-nine librarians, directors and support staff from both Nassau and Suffolk counties enjoyed John Bosco's practical and funny talk, along with some personal anecdotes from his 34 year career in public libraries. A very good time was had by all!

*Peter Cirona
Continuing Education
Chairperson*

The Continuing Education Committee held its fall program, *Be The Leader You've Always Wanted To Be: How To Be An Effective Supervisor* on Tuesday, October 2, 2007 at the Levittown Public Library.



Children's Services Division News

It is time for a changing of the guard for the Children's Services Division Board. As of January 1, 2008 our next group of officers will take over:

President
Geraldine Farmer-Morrison
(Levittown)

VP/President Elect
Linda Eagan
(Lynbrook)

Treasurer
Bonnie Markel *
(Merrick)

Recording Secretary
Jacqueline Mascia
(Uniondale)

Corresponding Secretary
Kerry Nugent
(West Hempstead)

Director
Jessikah Chautin
(Syosset)

Director
Elizabeth Charvat
(East Rockaway)

**According to Article V, Section 4 of our Constitution: "Vacancy in the office of Treasurer, Corresponding Secretary, Recording Secretary or Director shall be filled for the period of the unexpired term by majority vote of the Executive Board."

The Annual CSD Breakfast and Installation of Officers was held on Tuesday, December 11, 2007, at the Carlyle on the Green, Bethpage State Park. The featured guest speaker was Pat Cummings.



Farmingdale Lanes welcomes librarians.

I want to thank the Children's Services Division Executive Board for making this past year so successful and for their continued enthusiasm and support. A special thanks to Kelly Rechsteiner, YASD President, for co-sponsoring our 'Librarian Bowling Happy Hour' and 'I'm New...What Do I Do?' Workshop. I hope CSD and YASD will continue to work together in the future to provide quality programs for J and YA/Tween librarians.



(L to R): YASD President Kelly Rechsteiner and CSD President Janet Scheuering.

Janet Scheuering
CSD President 2007



"I'm New...What Do I Do?" Workshop - November 19, 2007

Readers Advisory Program and More



Twenty-six rapacious readers met at the Rockville Centre Public Library for the initial meeting of the quarterly Readers Advisory Program on September 24, 2007. The program is an offshoot of the successful Readers Advisory seminar which was begun by Cathleen Towey, Director, Westbury Memorial Library, in 2006, under the aegis of RASD.



The first genre explored was literary fiction, with Jonathan Safran Foer's *Extremely Loud and Incredibly Close* used as the prime example for discussion. Eileen McCarthy and Ellen Berman facilitated.

The next meeting is tentative scheduled for January 2008 at either Levittown or Syosset Library. More information to come.

Tracey Simon
RASD President

The Long Island Library Resources Council is offering two different computer instructional classes presented by Ceil Hearn, Sharper Training Solutions, Inc., at the Farmingdale Public Library.

On January 25, 2008, two hands-on sessions of "Introduction to Photoshop" are being offered at 9:30 a.m.-12:00 p.m. and then again at 12:30 p.m.-3:00 p.m. Ms. Hearn will show participants how to alter images, including sizing, shaping, and coloring. The class will also learn to re-touch, filter, and add effects to create works of art or just make digital photos look the way you want them.



"Intermediate Microsoft Excel" is being offered on January 31, 2008, from 9:30 a.m.-12:00 p.m. This hands-on workshop will cover the use of formulas, functions, and working with ranges, columns, and rows, and much more.



These workshops are limited to 12 participants per session. The registration fee is \$25 for LILRC members or \$35 for non-members. The discounted rate for both workshops is \$40 for members or \$60 for non-members (\$5.00 additional for .2 CEU).

Call (631) 632-6660 for questions. Registration and check made payable to LILRC should be sent to:

LILRC/CE
Melville Library Building
Suite E5310
Stony Brook, NY 11794-3399

Book Donations Wanted

The Nassau Library System is accepting donations for the Nassau County Department of Social Services, where they are much appreciated.

Books should be in fairly good condition (not stuff that was lying in a basement for 50 years). Paperbacks are more popular than hardcovers, and old textbooks end up in the trash.

People who are interested should contact Elizabeth Olesh at NLS before bringing books over there. They can also call DSS and speak with Rita Eilenberg if they would prefer to bring their books directly to DSS: 9516) 227-7414.



You're Invited!

Nassau County Library Association
Annual Dinner and Installation of Officers
Wednesday, January 9, 2008

POMPEI CATERING & RESTAURANT
401 Hempstead Avenue, West Hempstead, NY 11552

5:30pm-6:00pm Cocktails
6:00pm-10:00pm Continuous Open Bar, Buffet Dinner,
Dessert, Dancing with DJ Tom, and the
Installation of the 2008 NCLA Officers
Cost: \$35.00 for NCLA Members
\$45.00 for Non-Members

Come support your Division and the newly installed
Executive Board of NCLA!

Please complete the bottom portion of this form and return to Chris Marra
at the Uniondale Public Library by December 24th.

Please send checks only payable to NCLA

Name: _____

Library: _____

Phone Number: _____

_____ \$35.00 NCLA Member _____ \$45.00 Non-Member

Any questions please call Chris Marra at the
Uniondale Public Library: 516-489-2220

People in the News

Frank McKenna, Director of the Island Trees Public Library, is a 2007 graduate of the NYLA Leadership and Management Academy. Congratulations!



Frank McKenna at the 2006 NCLA Annual Dinner.

The Board of Trustees of the Jericho Public Library has reluctantly said good-bye to *John Bosco* after five years of dedicated service to the community. Mr. Bosco has accepted a position as Director at the Elmont Public Library, effective December 1, 2007. The Board and Staff will miss him and wish him well in his new endeavor.

Barbara Kessler will serve as Acting Director of the Jericho Public Library while the Board looks for a new, permanent Director. Ms. Kessler has been at the Jericho Library for 19 years. She started as a Librarian, then held the position as Head of Reference until recently when she was appointed Assistant Director.

The former president of the Nassau Library System Board *Madge Kaplan* passed away in November 2007 after a long and courageous battle with cancer. Madge did not want a funeral or memorial service, instead there was a celebration of her life on November 17, 2007.

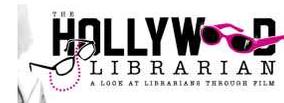
Stephanie Stanton is the new director of the Malverne Public Library. She previously was the director of the Williston Park Public Library. *Donna McKenna*, formerly from the Island Park Public Library, has been appointed director at Williston Park.

Ken Bellafiore has been appointed to director of the Lakeview Public Library. He previously headed the Media Department at Nassau Community College, plus working part-time at the North Bellmore Public Library and the Freeport Memorial Library.

The Bryant Library of Roslyn welcomes a new member to its Board of Trustees. *Irving Chernofsky* was elected to a three-year term at the Library Association's Annual Meeting in November 2007.

Tony Traguardo, Media Librarian/Archivist at the Port Washington Public Library, also serves on the Board of Directors of the Long Island Music Hall of Fame, a not-for-profit organization dedicated to preserving Long Island's rich musical heritage.

The Henry Waldinger Memorial Library of Valley Stream is pleased to welcome *Mara Zonderman* as a Librarian Trainee in the Adult Room. She previously worked as a Librarian Assistant at the Sayville Public Library and prior to that, as a lawyer in Washington, D.C.



Cue the dramatic music and the *basso profundo* voice... *In a world where there are no libraries...*

Instead of a red carpet, there was beige tile, and the surroundings may have been more suggestive of "swimming pool" than paparazzi, but neither dampened the excitement around the screening of *The Hollywood Librarian* at the Freeport Recreation Center on October 4, 2007. Nearly thirty librarians, loyal library spouses, support staff, and students from as far away as Brooklyn and East Northport came to view the first documentary dedicated to the profession.

The film is a paean to the importance of libraries to the civilized world and to the work that librarians do.

As for future screenings of the film, Ann Seidl hopes to enter *The Hollywood Librarian* in film festivals throughout the country in 2008.

Tracey Simon
NCLA Promotions

Library Briefs

The *Garden City Public Library* Board of Trustees honored Nicole Matteini for her work in support of Operation Wounded Warrior. Ms. Matteini coordinated the collection of surplus paperback books at the Garden City Library, which were then delivered to the wounded service people in hospitals. The Garden City teen received a certificate of recognition and a gift certificate to Barnes & Noble from the Board of Library Trustees.



(L to R): J. Randolph Colahan, Board of Library Trustees Chair, Alan Roeckel, Library Director, Nicole Matteini, and Gloria Weinrich, Board of Library Trustees Vice Chair.

The newly expanded and renovated *Syosset Public Library* garnered high praise from the American Institute of Architects (AIA) during the 2007 awards season. Syosset Library Architect Raymond Beeler was honored by the Westchester Mid-Hudson American Institute of Architects in the annual Celebration of Architecture awards program held at the Dia Beacon Museum. Mr. Beeler was selected for a "First Honor Award for Recognition of Architectural Excellence" in the Municipal / Institutional Projects category.

On November 8, 2007, the *Syosset Public Library* project was honored at the American Institute of Architects Long Island Chapter, Annual "Archi" Awards Program. Syosset Public Library's Architect Raymond Beeler won the prestigious "Archi Award for Excellence in Architecture" in the Institutional Projects category. Only two awards were given out in this category with an exceptionally large field of submissions from the entire tri-state region. The other award, an "Archi Award Commendation" was given to the *Baldwin Public Library* Expansion, also by the firm of Raymond Beeler Architect.

In October 2007, fifteen authors were honored an intimate fundraiser for the *West Hempstead Public Library* for unveiling its new \$10 million facility. The top honoree was Robert King, a Melville native who has written three books on Long Island's Gold Coast - including "*Raising a Fallen Treasure*," published in 1984, which tells the restoration story of Huntington's Oheka Castle, once the second-largest private home in the country. Other authors honored were Steven H. Post of Farmingdale, Diane Baumann-Corrado of Baldwin, Jim Ryan of Northport, Gerri Harkins of Port Jefferson Station, Lynn Broder of Rockville Centre, Sheila and Letty Sustrin of Deer Park, Tim McHeffey of Center Moriches, and Lori Gershon of Bethpage.

On Friday, November 30, 2007, the *Port Washington Public Library* hosted David N. Meyer, author of *20,000 Roads: The Ballad of Gram Parsons and His Cosmic American Music* (Random House, November 2007) and The Grievous Angels, an all-star band from New York City, who performed some of the songs most associated with Parsons.



The Long Island Library Resources Council has an opening for a Library Systems Technician. Under the supervision of the Assistant Director, the Library Systems Technician will provide computer technical support for office workstations, interlibrary loan and digitization software programs. The complete job description is at <http://www.lilrc.org/jobs/jobdetail.php?jobID=153> for further information. To apply, send a letter of interest and resume to: Herbert Biblo, Director, Long Island Library Resources Council, Melville Library Bldg., Suite E5310, Stony Brook, NY 11794-3399, Tel: 631-632-6650, Fax: 631-632-6662, or E-mail: hbiblo@lilrc.org.

Arthur Friedman, NCLA Membership Chair
 c/o Nassau Community College
 One Education Drive
 Garden City, NY 11530-6793



2007 – Issue #6
 December 2007

Newsletter Editor:
 Mamie Eng
 c/o Henry Waldinger Memorial Library
 60 Verona Place
 Valley Stream, NY 11582

2007 MEMBERSHIP APPLICATION

Date _____
 Name _____
 Library _____
 (or Address) _____
 email Address: _____
 Position: _____

DIVISIONS (Select choices: 1, 2, ...)
 Academic & Special Libraries _____
 Children's Services _____
 Clerical Services _____
 Media Services _____
 PR Services/Programming _____
 Reference & Adult Services _____
 Young Adult Services _____

SCHEDULE OF DUES – Calendar Year 2007		
Salary:	0 - \$15,000	\$ 15.00
	\$15,001 - 30,000	25.00
	30,001 – 45,000	35.00
	45,001 – 60,000	40.00
	60,001 -	45.00

Institutions & Vendors **	40.00
Students, Retirees, Trustees, Friends	10.00
Additional Divisions	3.00
 Total Dues Enclosed	 \$ _____
Donation – NCLA Scholarship Fund	\$ _____
Donation – NCLA Education Grant Fund	\$ _____

Note:** Institutional members receive one copy of every membership publication plus 5 vouchers to permit a library employee or trustee to attend a workshop at member rates.

Please make checks payable to: Nassau County Library Association

Send this form and payment to: Arthur Friedman, Ed.D., NCLA Membership Chair
 % Nassau Community College, One Education Drive
 Garden City, New York 11530-6793
 [or via the Nassau Library System]

Check this box if you are interested in the Group Disability Insurance Program:
 Dental Plan: