FREE On-Demand Webinars for HFMA Members

- August 17: 2016 Proposed Rule Changes to the Outpatient and Ambulatory Service Center Payment Systems
- September 1: How Providers Can Simultaneously Reduce Expenses, Improve Operations, and Increase Revenue
- September 1: An Overview of Medicare’s Proposed Comprehensive Care for Joint Replacement Model Revenue
- September 9: Revealing Productivity Performance to Drive Financial Improvements

Above are just a few of the many FREE webinars available to HFMA members. Visit www.hfma.org for a complete listing of all available webinars.

MESSAGE FROM THE PRESIDENT

E Komo Mai,

I am honored and humbled to serve as your Chapter President for a second year!

Your Chapter Leaders got to work right away for you by attending leadership training on Saturday, May 28th discussing roles and responsibilities, reviewing goals and important deadlines. In this newsletter we will introduce to you your newly elected officers. Each have shared a little about themselves with an article starting with President-Elect Cassandra Stewart, Secretary Scott Gardner and Treasurer Debbie Garrett. We hope you will appreciate their sharing a little about themselves.

To meet the needs of our valued members, we began planning another year of networking events, seminars and education sessions during our first board meeting held on June 16th. I am thrilled at the energy and commitment your board members demonstrated while planning and discussing details to coordinate events for you, our members!

On July 15th we held our first education event with our Economic/Legislative seminar. Our Director Karen Young organized an informative session on topics such as Hawaii’s fiscal outlook and Maui privatization. Our Network Committee co-chairs Jesse McMorrow and Aileen Esmeralda organized a fun day on July 16th with a hike up to the Makapuu Lighthouse then some delicious shave ice at Kokonuts in Koko Marina, Hawaii Kai. HFMA member Dennis Do took fantastic pictures and video using his drone, which he maneuvered like a professional videographer! We invite you to share any ideas you have for more education sessions and networking events. Just email me at val_sonoda@hmsa.com.

Recently, I had the privilege of hearing from Mary Maribella, VP, Global Practice-Healthcare, at Hewlett Packard Enterprise Services LLC. During her keynote, Mary spoke about experiences she reflected on as she tried to formulate the theme for her tenure as our National Chair of HFMA. She shared her story of being a cancer survivor and thought about people who inspired and supported her through this ordeal. In the end, she concluded that it was their desire to help her to “thrive” and push through all the pain and challenges she endured. To Ms. Maribella, this is the mindset that healthcare professionals possess as they move into the future to embrace change and meet the difficult challenges in the years to come.

The forces reshaping the U.S. healthcare system – including population health, value-based payment and consumerism is erasing the traditional boundaries between three groups responsible for healthcare payment and care delivery. Hospitals, physicians and payers have worked to align themselves to prepare for these challenges and to address common areas of interest.

I’ve been a member of HFMA since 1999 - Over the years, HFMA has helped me to grow both personally and...
professionally, and I am grateful for the experiences, knowledge and most of all, the relationships I have made.

The HFMA Hawai`i Chapter Leaders is made up of a group of very talented health care professionals who volunteer their time to serve chapter members. From coordinating thought provoking educational sessions that help members stay on top of local and national changes, to organizing fun community service events and other networking activities, your Chapter Leaders are here to serve you, our members!

Mark your calendars for our 2017 HFMA Hawai`i Annual Conference on April 20-21st at the Ala Moana Hotel. The planning team is putting together a exciting list of presenters. You will find the “Call for Presentations” form at the end of the newsletter. Feel free to share and help us find speakers you want to hear at the next conference!

We are committed to providing our valued members with the tools and resources you need to succeed in your respective careers and help your organizations continue to “thrive” in these very challenging times.

Valerie Sonoda
President, Hawai`i Chapter, 2016-2017

THE BENEFITS OF JOINING HFMA

By: Cassandra Stewart, Hawaii Chapter President-Elect

In May 2006, I had worked for the State of Hawaii, Department of Human Services for over 15 years. During that time, I worked in the financial and food stamp divisions. In 1998, I became a Supervisor for the MedQUEST Division, so I knew my way around Medicaid eligible with my eyes closed.

In June 2006, I joined Cardon Outreach (known as Outreach Services at that time). My new boss, Brian Higgins, was the President of the Hawaii Chapter of HFMA and on my second day on the job, he handed me a membership card and told me I was joining HFMA.

I had no idea what HFMA was or how it was important to me, but I was soon to learn. As a MedQUEST Supervisor, I had no experience with and very little knowledge of the workings of the financial management of a hospital. By joining HFMA, I was now connected with the best and brightest in the field. I learned how healthcare financial management is essential to the life of a hospital through the seminars, conferences and the HFM magazine. I was so impressed with the people that work in this area, their knowledge of a vast system of insurances, coverages for different levels of care and their enthusiasm in bringing the best to their facilities and the patients they worked with, I knew I needed to contribute to this organization that had given me so much to bring to my new position with Cardon Outreach.

I started as a Director and through this position, learned more about Hawaii HFMA and the fabulous people that gave their time to help the Hawaii Chapter bring information and learning to their cohort here. Over time, I moved into other positions and I am proud and happy to say today I am the President Elect of the Hawaii Chapter of HFMA.

I share all this in the hopes you will take the time to read the HFM Magazine, come to a seminar, participate in a webinar, or come to a networking event. You will meet great people in your field, learn new ways to bring a higher level of service to your patients and obtain information, training and certifications that can bring advancement to you and help you THRIVE in your career. It worked for me – it can work for you too!
NEGOTIATING THE MILES FROM THE MAINLAND TO THE HAWAIIAN ISLANDS

By: Debbie Jean Garrett, Hawaii Chapter Treasurer

Aloha! I am so pleased to be a part of the Hawaii Chapter of HFMA board, and look forward to working with our members, sponsors, and healthcare community to continue to share how their gifts of time, activism, funding – directly affect our ability to develop educational programs to better serve them as they navigate the tumultuous healthcare industry.

Before choosing healthcare as my profession, I studied and prepared for a completely different career path. I attended Southern Oregon University with plans of entering the advertising and marketing field. Recently, I joined Turning Point Revenue Cycle Solutions as their Senior Vice President of Client Services. My resume also lists being the Vice President, Enterprise Client Executives for Optum, Account Executive for RelayHealth, and over a decade of service at Salem Health in Salem, Oregon with roles in IT supporting Revenue Cycle applications including several Epic modules.

Today, the people and organizations we associate with do not always live in the same city or state, and this has become more widespread as communication technologies, including social media allow us to stay connected across the globe, and in my case the Pacific Ocean. Ultimately, the growing digital infrastructure is allowing our chapter to develop relationships, expand knowledge, and share experiences with people – like me – who do not live on the islands.

By overcoming a geographic obstacle, to join my fellow board members from my home in Oregon, has not been as arduous as anticipated. To date, I have flown across “Mar Pacifico” to attend our Mini Leadership Training Conference in-person in May; I tackled this barrier via conference call to participate on our quarterly call in June, and I communicate weekly by email. Even the time difference is not an insurmountable problem for me to be able to perform my duties. With access to Cellular, Internet, and/or Wi-Fi networks, I am staying connected with the Chapter, and attending all Board Meetings when flying is not an option.

In closing, I am thankful to the members of the Hawaii Chapter for electing me as their treasurer. I am excited to serve your needs to meet national requirements. MAHALO!

MEET SCOTT GARDNER, HAWAI’I CHAPTER SECRETARY

Scott Gardner is sometimes referred to as the “Medicaid Guy.” Helping thousands of people over the years, the name became synonymous. In 1999, Scott was introduced to the Medicaid eligibility arena and worked under his brother’s company, Gardner & Associates. Then, in 2004, Scott saw a need for Medicaid eligibility in the nursing home arena and set out on his own endeavor. Pioneering in uncharted waters, Scott soon discovered his calling by realizing the community was unfamiliar with long-term care Medicaid benefits, rules and application process. Providing that hand-holding service and navigating people through the complex process was right up his alley.

Scott’s services expanded to hospitals and nursing facilities, guiding their patients through the QUEST and Medicaid application process from beginning to end. Scott’s operation grew from a one-man band to currently a 28 piece orchestra. He credits his company’s growth to his faith, his wife, dedicated staff, and the Office of Hawaiian Affairs. Scott was a successful recipient of OHA’s Native Hawaiian Revolving Fund Loan program.

Prior to be elected secretary of HFMA Hawaii Chapter, Scott has been a low-key HFMA member for many years. Periodically attending events and contributing towards sponsorship. Attending this year’s 2016 ANI in Las Vegas, he and his three managers were wowed! Scott commented, “To see the trends that are occurring on the national level were amazing! Our biggest take-aways were value-based services, professional development of women leaders in healthcare, and how hospitals viewing their patients more like customers and providing a more hospitable concierge environment.”

On the weekends, Scott presents to groups like AARP, different churches, and senior support organizations. On his free time, Scott enjoys working in his yard as a gardener, hacking the golf courses, cruising on his Harley, and watching football. On Sundays, Scott is a greeter at his church. He and his wife, Karen, prepare meals for fellowship. They have three grown sons.
HFMA hosted its Annual ANI from June 26-29, 2016. I had the privilege of serving as a Course Coordinator during this premier educational event in Las Vegas, Nevada. My day as a first time course coordinator started at 6 am Sunday morning with a Course Coordinator meeting to review the schedule of sessions for the days ahead. During the meeting I was happy to learn course coordinators were assigned to breakout sessions we initially registered to attend.

This event provided a comprehensive schedule of speakers on topics that help HFMA members to stay abreast of issues and changes affecting their profession. Topics included upcoming government regulations, cyber terrorism, the future of medicine in the world of technology, etc. all contributing to anticipated changes in the landscape of healthcare.

HFMA President & CEO starts the day with welcoming attendees.

From 7:00 am to 6:00 pm every day there were general sessions and multiple breakout sessions scheduled. Each with rooms filled with attendees eager to learn and collaborate with each other. Some sessions were so full; folks were standing at the back of the room and even sitting on the floor! But, because of fire regulations, as course coordinators, we were required to inform attendees that they couldn’t sit on the floor, which as you can imagine, was not taken very well.

An example was the session on Cyber Security—“How to handle a growing threat”. Former FBI Cyber Division Special Agent Mark C. Ray, and now Director in PwC’s Cyber Investigations & Breach Response practice gave a thought provoking presentation. Mr. Ray shared the cyber terrorist of today no longer consider credit card theft a priority. This is because financial institutions have experience “hacking” for a long time and now have very sophisticated systems. Rather, their focus nowadays is PHI. “In 2015, cyber attacks against U.S. Healthcare organizations resulted in the compromise of over 100M PII and PHI records”. There is a “lack of awareness and it is the largest challenge individuals and organizations face in defending against cyber attacks”. Attendees wanted more information resulting in the session running overtime and a long line of folks after the session that stayed to ask more questions.

Another session that was well attended was on “Reconciling Cost of Care Discrepancies for Improved Financial Outcomes”. Attendees learned that the “discrepancies between various stakeholders (internal, external, clinicians, payers, patients) about true costs of care hinder the ability to maximize potential financial and operational outcomes”. Panel Speakers reviewed best practices and key factors to enable decision support personnel to obtain a more compete understanding of the true costs and to execute effective strategies.

A significant number of attendees attended the session on “Hospitals, Physicians, and Payers: Realigning the Three Circles”. In this session panel speakers representing Marshfield Clinic Health System described the role of the three circles and how new combinations are emerging such as Healthcare system & a health plan, Multisystem collaborative, Health system & large multispecialty physician group, etc. Jim Landman, Director of HFMA’s Healthcare Finance Policy, Perspectives & Analysis shared this realignment has become a cornerstone of HFMA’s strategic plan addressing common areas of interest for hospitals, physicians, and payers.

Later in the afternoon, the first General Session entitled “Finding Your Edge of Disruption” got underway. Keynote Speaker Julie Williamson, PhD of KARRIKINS Group works with companies who stand on the edge of disruption. This session helped attendees learn how to find their own “edge of disruption” and to then take action that elevates the impact they have on their customers, communities, and the market.

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Following a full day of sessions, the evening started with a “welcome reception” where “first timers” had an opportunity for a “meet and greet” and some networking. Then, Craneware sponsored a “Post Welcome Reception” with free admission as well as cocktails and hors d’oeuvres at TAO, one of Las Vegas premier venues, located in the Venetian. Attendees had the opportunity to socialize, dance and continue networking with other conference attendees.

Monday morning started with two “early riser” sessions from 7am to 8 am. At 8:00 am we started the second General Session, “The Future of Medicine is in Your Hands” presented by Dr. Eric Topol. Dr. Topol is a practicing cardiologist with Scripps Clinic. Dr. Topol shared his insights on the future of medicine using technology. He shared innovations that will be required to drive evidence-based mobile health solutions for more personalized, individual-centric care that will improve outcomes, advance satisfaction, and decrease costs. Attendees enjoyed the thrill of working in such exciting, transformational times!

A series of breakout sessions followed and later visits to the Exhibit Hall and reception. Attendees had the opportunity to visit with vendors and learn about new and innovative products and range of services from software to streamline revenue cycle, account receivables to accurate coding and the list goes on. There must have been over 500 vendors!

Monday evening was dedicated to the HFMA Chapter Annual Awards Dinner. Chapters gathered by regions and celebrated the evening with Yerger awards, Region awards, etc. Along with other chapter leaders in Region 11, I proudly accepted the award on behalf of Hawaii.

Tuesday morning from 7:00 am to 8:00 am continued with “early riser” breakout sessions consisting of Certification lounge, Using Prosperity to Pay Scoring to Maximize Self-Pay Reimbursement, Legislative & Regulatory Update for Rural PPS Hospitals then followed by another round of breakout sessions from What Drives Patient Loyalty to Federal Policy updates, Leveraging Clinical Insights to Drive Cost Savings, The Retail Revolution in Healthcare, Elevating Physician Documentation to Help Drive Accurate Reimbursement, and more!

We ended the evening with Celebrate, Celebrate, Celebrate! HFMA’s theme to start an exciting night planned with multiple scrumptious food stations and a musical band that took us all on a journey through the 1970’s, 1980’s, 1990’s and beyond!

Below President & CEO Joe Fifer presents outgoing National Chair, Melinda Hancock with a HFMA’s recognition award acknowledging her hard work and dedication during her year as HFMA’s National Chair.

After an evening of dancing and reminiscing to the oldies, Wednesday morning started with a third General Session with a Healthcare Innovation Panel consisting of Wei-Nchih Lee, MD of Hewlett Packard, Nina Nashif of Healthbox and Glenn D. Steele, MD, Chair of xG.

Unlike traditional panel discussions, HFMA President & CEO Joe Fifer and the three panelists

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sat in a “open style” setting talking about how the health system needs leaders who know how to structure an investment deal, how to protect the organization’s interests and how to work successfully with entrepreneurs and young companies. They collectively agreed more and more health systems are launching innovation centers of their own to work with researchers and design thinkers to tackle the biggest challenges in clinical quality, patient safety, health information technology, healthcare costs, billing and payment, and access to care.

The 2016 ANI was a wonderful experience! Although working as a Course Coordinator for the first time came with a few challenges and lots of “teachable moments” I enjoyed every minute of it! My fellow Course Coordinators and Managers were all so very helpful and supportive of this first timer! I would definitely do it again if called upon to volunteer!

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**YEAR END CELEBRATION!**

*By: Valerie Sonoda, Hawai‘i Chapter President*

The HFMA Hawaii Chapter’s 2015-2016 End of Year Celebration was held at Dave & Buster’s on May 5, 2016. The Sunset Rooftop venue provided a nice city backdrop for the event that was topped off with great music and ono food. Attendees included the chapter’s officers and directors including President-Elect Cassandra Stewart (Cardon Outreach), and senior members such as Leonard Licina (Kahi Mohala), Traci Jay Kobayashi (Queen’s Health Systems), Sue Korus (University of Hawai‘i), Wallace Izumigawa (University of Hawai‘i) and Scott Gardner (Scott Gardner & Co.,

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2016 ECONOMIC & LEGISLATIVE UPDATE
By: Karen Young, Chapter Director

HFMA was fortunate to again have Dr. Eugene Tian, State Economist & Chief Statistician of the Department of Business & Economic Development & Tourism and Mr. Michael Robinson, Vice President of Government & Community Affairs at Hawai‘i Pacific Health present on the State of Hawai‘i’s Economic and Legislative Update for 2016. This year’s session was held on July 15, 2016 at the Queen’s Conference Center.

Dr. Tian discussed our State’s general economy, labor market, construction, real estate and tourism. He stated that currently, all economic indicators show that Hawai‘i’s economy continues to be on a normal growth path, although he anticipates a possible recession in 2018. Hawai‘i’s unemployment rate is still among the lowest in the nation. We also have the highest percentage of renters living in Hawai‘i at 43% versus 57% home owners. Airbnbs are becoming very popular here in Hawai‘i since there is not enough hotel rooms to accommodate all the visitors coming to Hawai‘i.

It was interesting to see that the median single family home price in the 1st half of 2016 on the Big Island was only $325,000 in comparison to O‘ahu’s $727,000 median price tag. The Big Island has lots of land and is still very affordable so it’s a great place to retire.

In Mike Robinson’s legislative update, he mentioned that approximately 5,700 bills were introduced during this legislative session but only 72 Acts were signed into law as of 6/20/16. As you can see, the majority of these bills die off. The big issues this year was the Dengue crises and Maui’s privatization. This year’s session was very conservative due to it being an election year.

One bill that was of interest to our hospitals was the “Clean Claims Act (SB 2667) which would require health insurers to promptly (30 days) pay clean claims for services. Repeals the exemption of Medicaid claims from the clean claims definition.” This bill died in Conference Committee but will most likely resurrect next year.

Mike also touched upon those bills that were enacted into law which included the MD Licensing (SB 2675), Licensing of Respiratory Therapists (SB 2341), Discharge Planning (HB 2252), Telehealth (SB 2395), Hospital Sustainability Program (SB 2330), and much more. He also gave us an update on Wahiawa General Hospital’s Funding (HB 1700) and the status on HHSC’s Maui Memorial news.

Both speakers were extremely informative regarding our State’s economic outlook and the major issues that surrounded our legislature this year.

“Year End Celebration” continued from page 6

LLC) to name a few. Other new members and guests included Christina Farala (Hawai‘i Pacific Health) and family, Grace Kikuchi (Hawai‘i Pacific Health) and Carey Carpenter (Delloitte). Hawai‘i Chapter President Val Sonoda (HMSA) also capped the evening with acknowledgements, as well as presented her beautiful hand-made leis to chapter members. Much mahalo to everyone who helped make the past year a wonderful success!
MAKAPUU LIGHT HOUSE HIKE
By: Jessie McMorrow and Aileen Esmeralda, Networking Chairs

We had an enjoyable hike to the Makapuu Light House on July 16th. The weather was nice, sunny with just enough clouds to keep us cool.

For those of you who haven't been there in a while, you'll be happy to know that the road has been newly paved. There is also a new road below the original path that will take you to the tide pools.

As we enjoyed the view, Val recounted her fond memories of going to the tide pools many times during her high school days. At the mid point there were stone benches to the side of the path and free built-in binoculars for whale watching during the winter migration.

Along the way is the breathtaking coastline of east O'ahu, we were able to see from Koko Head to Diamond Head. It took us about 45 minutes to hike to the top, where we looked down upon Makapuu beach and in the distance to see the great Koolau mountains. The ocean views are spectacular, deep blues and greens, with white waves pounding on the black rocks. Dennis brought his new toy - drone and launched it from the top. Having a range of more than a mile Dennis was able to give us a whole new perspective. We were amazed by the beautiful mountain and ocean views through the drone's point of view.

At the end of the hike we all went to Kokonuts Shave Ice at Koko marina to treat ourselves; perfect ending to a beautiful and hot day of hiking. Yummy!!

Participants: Val Sonoda, Cory Sonoda, Karen Young, Dennis Do, Aileen Esmeralda and Jessie McMorrow
Hawai`i Chapter Officers:

President: Valerie Sonoda
Educator, Health Systems Development, HMSA

President-Elect: Cassandra Stewart
Executive Director, Cardon Outreach

Secretary: Scott Gardner
President, Scott Gardner & Co., LLC

Treasurer: Debbie Jean Garrett
Senior Vice President of Client Services, Turning Point Revenue Cycle Solutions

Hawai`i Chapter Directors:

* Brian Panik, DO, FACOEP, FACEP, Queen’s Health System
* Wendy Manuel, Vice President and Chief Financial Officer, Rehabilitation Hospital of the Pacific
* Karen Young, Supervisor - Finance, Hawai`i Pacific Health
* Elise Ueoka, Director of Internal Audit, Hawai`i Pacific Health

Hawai`i Chapter Committees and Chairs:

* 2016 Annual Conference: HFMA Board Members
* Certification: Cassandra Stewart, Executive Director, Cardon Outreach
* DCMS: Nelson S. Harada, CHFP, Supervisor – Finance, Hawai`i Pacific Health
* Membership: Mark Hung, Senior Accountant, Rehab Hospital of the Pacific
* Newsletter: Joni Waltjen, Interim Chief Financial Officer, HHSC East Hawai`i Region
* Programs (Education): Karen Young, Supervisor - Finance, Hawai`i Pacific Health
* Sponsorship: Elise Ueoka, Director of Internal Audit, Hawai`i Pacific Health
* Website: David Chow, Population Analyst, Hawai`i Pacific Health
* Social Media: Violet Bauer, Manager, Corporate Analytics, Hawaii Medical Service Association
* Patient Financial Services (PFS): Vanessa Couch-Laguana, Director Revenue Cycle, Kaiser Permanente
* Region 11 Symposium Core Committee and Education Member: Valerie Sonoda, Educator, Health Systems Development, HMSA
* Region 11 Symposium Core and Education Member: Aileen Esmeralda, Senior Financial Analyst, Hawai`i Pacific Health
* Region 11 Symposium Core and Sponsorship Member: Jessie McMorrow, Senior Financial Analyst, Hawai`i Pacific Health

HFMA is active on the social networks. Use these outlets to discuss HFMA events, healthcare finance topics, and network within the industry.

[Join our Facebook group](https://www.facebook.com/hfmahawaii) and receive regular updates from HFMA, see photos and video, and more.

[Follow us on Twitter](https://twitter.com/HFMAHawaii) and get the latest news, insight and event information from HFMAHawaii.

Rainbow Connection – HFMA Hawai`i Chapter
You are invited to submit a proposal to be considered for presentation at the Healthcare Financial Management Association (HFMA) Hawaii Chapter 2017 Annual Conference. Healthcare professionals from around the state will gather at the Ala Moana Hotel in Honolulu, Hawaii. The two-day conference is expected to draw 150 or more participants — industry leaders in hospitals and other healthcare settings, physicians, and payers will be in attendance. Aligned with 2016-2017 HFMA National Chair Mary Mirabelli’s theme of “thrive,” the 2017 conference is focused on how HFMA’s three main target groups — hospitals, physicians, and payers must continue to work more closely together to meet the challenges of providing high quality, cost-effective healthcare. As Ms. Mirabelli states: 

*Now is a time of transformation in American health care—a transformation that will continue to play out over the years to come. During times of change, we can set our sights low and seek only to survive—or we can choose to make the most of a challenging situation—choose to thrive. We are looking for dynamic speakers who use an interactive style that engages participants. Content should be mindful of the Hawaii health care industry and Hawaii laws. Presenters may highlight their expertise and share knowledge, but should not promote their products or services. Proposals are being accepted for breakout sessions.*

**Presenter Policies**

HFMA Hawaii will cover the following expenses: 1) best available roundtrip coach airfare (not to exceed $1,000, including checked baggage charges), 2) up to two nights lodging at the Ala Moana Hotel at conference rates (or alternative hotel not to exceed conference rates), and 3) free conference registration. Please note: We will **NOT** cover rental cars, taxis, meals, parking, airline change fees, gratuities or any personal expenses.

Each speaker must agree to provide all requested documents by deadlines established below.

- **September 15, 2016**  
  Proposals due (see attached form)

- **October 29, 2016**  
  Selection process completed; notifications emailed

- **March 21, 2017**  
  PPT presentations due for posting to Web site (We are a green conference so hard copy handouts will not be provided)
Selection Process

Selection criteria include: timeliness of topic, relevance of information, presenter qualifications, practical application of materials, including any take-away tools, references from past speaking engagements, and balanced representation across topics.

If you have any questions, please contact Karen Young at karen.young@hawaiipacifichealth.org.

Presentation Proposal Form
2017 HFMA Hawaii Annual Conference
April 20-21, 2017

Name, Title, Organizational/Institutional Affiliation of Presenter(s):

Presentation Title:

Description of Presentation (50 words or less) – SHORT for brochure/Web site:

(Optional) Detailed Description of Presentation (not to exceed 250 words)

Session Objectives (2 or more)

Brief (one paragraph) bio of speaker(s)

Any special AV needs?

List of at least three references from prior speaking engagements (include name, title, organization, and email address)
1.
2.
3.

Return completed form via email (karen.young@hawaiipacifichealth.org) by September 15, 2016 4:30 p.m. HST.