KAREN OWENS, EMERGENCY OPERATIONS MANAGERS, VIRGINIA OFFICE OF EMERGENCY MEDICAL SERVICES: In order to maintain EMS providers, to keep them in the field, we have to take care of them. Leadership is recognizing it, but they're still looking for ways to pull focus to it, to take the stigma out of it, make sure people understand it's okay to need help. Whether they have nothing and they're looking to start a system from the ground up or they have a foundation and they're looking to strengthen it, our hope is that this toolkit will give them everything they need.