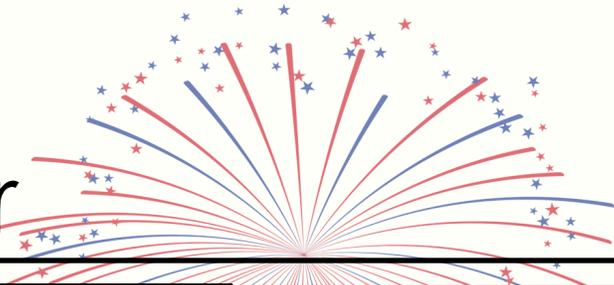


JULY 2016 Newsletter



Job Interview Questions You Should Not Ask

According to a recent study done by CareerBuilder, 20% of hiring managers have unknowingly asked an illegal question during an interview. Any question related to age, race, national origin, gender, religion, marital status or sexual orientation without being related to the job requirements violates the Equal Employment Opportunity Commission (EEOC) guidelines. The below questions should NOT be asked in an interview.

- ◆ How old are you? How many more years will you work before you retire?
- ◆ Do you have any illnesses or health conditions? How many sick days did you use last year? What medications are you taking?
- ◆ Are you married? How many kids do you have? Do you plan to have children in the near future?
- ◆ I love your accent! Where were you born?
- ◆ Which religious holidays do you celebrate or observe? Do you go to church on Sundays?

Fun Fact!

Thomas Jefferson changed the wording of the Declaration of Independence from "the pursuit of property" to "the pursuit of happiness."

Grilling Safety Tips

4th of July weekend and BBQ grilling go hand in hand for most Americans. However, with 16,600 people being sent to the ER with grilling related injuries every year, it's important to follow some safety precautions before, during and after lighting up.

- Check your grill thoroughly for leaks, cracking or brittleness before using it.
- Never pour or squirt starter fluid onto an open flame. The flames can easily flash back along the fluid's path, to the container in your hands.
- When lighting your propane barbecue, make sure all the connections are secure and open the lid and strike your match or lighter before turning on the gas.
- NEVER attempt to extinguish a grease fire with water. It will only cause the flames to flare up. Use an approved portable fire extinguisher.

Beat the Heat!

Tips for Keeping your Home Cool During a Florida Summer

1. Keep your blinds closed - Up to 30% of unwanted heat comes from your windows
2. Keeping inside doors open allows cool air to permeate rooms during the day.
3. Swap your sheets - Cotton is the smartest move this time of year because it breathes more easily and stays cooler than other fabrics. You may also want to invest in buckwheat pillows as they don't hold body heat like conventional pillows.
4. Set your ceiling fans to rotate counter-clockwise - The fan's airflow will create a wind-chill breeze effect that will make you "feel" cooler
5. Turn on your bathroom fans and the exhaust fan in your kitchen - Both of these pull the hot air that rises after you cook or take a steamy shower out of the house
6. Ditch the incandescent lights - Incandescent bulbs waste about 90 percent of their energy in the heat they emit
7. Start grilling - Using your oven or stove in the summer will make your house hotter. If it already feels like 100+ degrees in your home, the last thing you want to do is turn on a 400-degree oven.
8. Make a few long-term improvements - Additions like awnings and planted trees or vines on or in front of light-facing windows will shield your home from the sun's rays, reduce the amount of heat your home absorbs and make your investment nothing but worthwhile.

Bacon, Onion and Cheese Stuffed Burgers

- 1 1/2 pounds ground beef
- 1 clove garlic, minced
- 1 teaspoon hot sauce
- Salt and freshly ground black pepper
- 4 strips bacon, cooked & crumbled
- 1/2 onion, chopped
- 1 cup grated sharp cheddar
- 4 burger buns



In a bowl combine beef, garlic, hot sauce, salt and pepper, to taste, being careful not to over mix. Then form 8 even thin patties, about 1/2-inch thick and set aside. Sauté onions in leftover bacon fat in skillet until tender, 5 minutes. Place onions and bacon in a bowl with cheese. Form a spoonful of bacon-cheese mixture into a ball, then place in the center of 4 patties. Top each with another patty and seal the edges. Grill burgers over medium-high heat, flipping once until desired doneness is reached.

Our office will be closed Monday, July 4th in observance of Independence Day. We wish you and your family a safe and fun long weekend!



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