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May 2016 NEWSLETTER

Possible Overtime Rules To Change



A proposal from the U.S. Department of Labor could have a major impact to overtime rules under the Fair Labor Standards Act . What could change? The minimum salary requirement for certain employees to be considered exempt from the FLSA's overtime requirements would increase from \$23,660 to \$50,440 annually. If you have exempt employees earning less than \$50,440 per year, you may need to increase your employees' salary(ies) or reclassify them as non-exempt (hourly) and pay them overtime when due.

Sun safety is never out of season, especially in Florida! According to the FDA, people with skin of any color are susceptible to sunburn and other harmful UV effects. Check out a few tips below to minimize your exposure.



- * Look for a broad spectrum SPF that is water resistant and apply 15 minutes before going out in the sun. Reapply at least every 2 hours.
- * Wearing sunglasses can help reduce your risk of developing eye problems. Look for a pair that offers 99% to 100% UV protection.
- * You can also wear sun-protective clothing, a wide brimmed hat, or lounge under a beach umbrella. It is also extremely important to stay hydrated to avoid heat stroke. Whatever you choose to do, be safe out in the sun!

Chicken Bacon Ranch Pizza

For Pizza:

- 1 Pillsbury Classic Pizza Crust (13.8 oz Can)
- 1 Cup Mozzarella Cheese, Shredded
- 1 Cup Sharp Cheddar Cheese, Shredded
- 1 Cup Chicken (Cooked and Shredded)
- 1/2 Cup Bacon (Cooked and Crumbled)
- 2 Tomatoes, Thinly Sliced
- Diced Green Onions for Garnish (Optional)



For Garlic-Ranch Sauce:

- 2 Tbsp Sour Cream
- 3 Tbsp Mayonnaise
- 2 1/2 Tbsp Milk
- 1/2 Tsp. Garlic Salt
- 1/8 Tsp. Dried Parsley
- Salt and Pepper to Taste

Directions: Mix all ingredients together for the garlic-ranch sauce. Roll out pizza dough to desired thickness on greased cookie sheet. Spread garlic-ranch over the top of the pizza dough. Sprinkle 3/4 cup of each of the mozzarella & cheddar cheese over top, followed by the chicken, bacon, and tomatoes. Sprinkle remaining cheese on top. Bake at 450 degrees F for 9-12 minutes, or until crust is golden brown and cheese is bubbly. If desired, top with diced green onions. Let stand for 5 minutes, slice and enjoy!

Dates to Remember!

HAPPY Mother's DAY

- **May 5th**
Cinco De Mayo
- **May 8th**
Mother's Day
- **May 30th**
Memorial Day

Did you know...

America Lets 429 Million Vacation Days Expire Every Year? While most employees schedule time off around a few holiday weekends and postpone getaways for "when things settle down," 40% of executives surveyed by Forbes believed their workers would be more productive if they took their vacations. So the bosses are convinced, now you just have to convince yourself! Here are a few reasons to take time off:

- ◆ Vacations allow you to decrease your stress levels, sleep without an alarm clock, and be more active, which can help you become more fit .
- ◆ Meeting new people and having new experiences help make you a more well-rounded person and increase your empathy. Our minds are most open and aware in new situations.
- ◆ By getting away, you're able to bring more passion to your work when you get back. You can be a better co-worker — and return with new enthusiasm and fresh ideas!

*Source: Forbes.com

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