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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.

**S**un 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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