

# January NEWSLETTER

## FLORIDA MINIMUM WAGE INCREASE

Effective January 1st, 2019, the Florida minimum wage will increase from \$8.25 to \$8.46 for non-tipped employees and from \$5.23 to \$5.44 for tipped employees. Florida businesses must display Federal and State of Florida employment law posters where they can be easily viewed by employees. [Click here](#) to visit our website and download the newest printable poster to hang in your workplace.

## SELF-IMPROVEMENT GOALS FOR 2019

Last year we shared some non weight-loss centric New Year's resolutions, and this year we wanted to give you more ideas along those lines because life is about so much more than a number on a scale!

**Take A Self Development Course**—Invest in yourself and your growth with a self development course in leadership, public speaking, a foreign language, or any topic you're interested in becoming proficient in.

**Nurture A Living Thing**—If you're not ready for a pet, try a plant! You can help either one of them grow and flourish. A plant will add beauty to your environment while a pet will keep you active and provides a special kind of companionship only those with 4 paws give.

**Raise Your Credit Score**— Find out where you are on the scale and shoot for a long-term goal of reaching 750+ which is considered excellent. If you're nowhere near that, an attainable goal for the year would be to raise your score by 50 points.

**Do A No-Spend Challenge**— We live in a society that encourages us to spend on things we don't really want or need. Pick a month this year and commit to not spending money on anything but the necessities and see how much more mindful you become of where your money is really going.

**End A Relationship That Drains You**—We've all got at least one relationship in our lives where we aren't getting back what we put in. This is the year to distance yourself from that person, place or commitment.

**Spend Less Screen-Time**— While many of us work from our phones, we also spend a lot of time mindlessly scrolling on them too. Thanks to Apple's "screen-time" tracker, you can see just how much time you spend on your phone per day, and within the screen time feature you can set downtime as well as time limits for the least productive phone apps to cut back on wasted time.

## SLOW-COOKER LASAGNA

- |                                   |                             |
|-----------------------------------|-----------------------------|
| 1 lb Italian pork sausage         | 1 6oz can tomato paste      |
| 1 lb ground beef                  | 1 28oz can crushed tomatoes |
| 1 medium onion chopped            | 9 lasagna noodles           |
| 2 medium carrots chopped          | 2 garlic cloves, minced     |
| 2 cups shredded mozzarella cheese |                             |

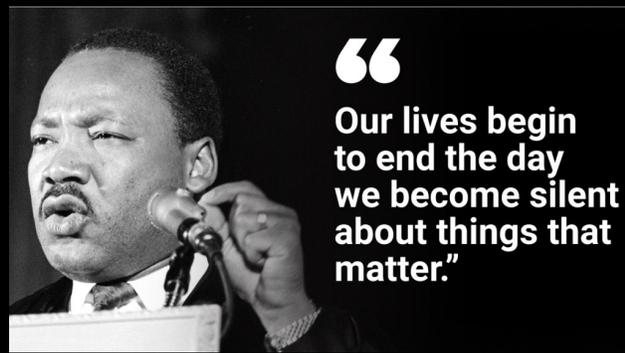


In a heavy pot, cook sausage & beef over medium-high heat until no longer pink, 4 to 6 minutes. Add onion, carrots, and garlic; season with salt and pepper. Cook until onion has softened. Stir in tomato paste, then tomatoes; bring to a boil, and remove from heat. Spoon 2 cups meat mixture into bottom of a 5- to 6-quart slow cooker. Layer 3 noodles (breaking them as needed to fit), 2 cups meat mixture, and 1/2 cup cheese; repeat with two more layers (refrigerate 1/2 cup cheese for topping). Cover slow cooker, and cook on low, 4 to 6 hours. Sprinkle lasagna with 1/2 cup cheese. Cover until cheese has melted, about 10 minutes.

# Happy New Year!

Tuesday January 1st— New Year's Day  
(Alpha Office Closed)

Monday January 21st—Martin Luther King, Jr. Day



“  
Our lives begin  
to end the day  
we become silent  
about things that  
matter.”

## 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?

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