



JDI Prospective

Jordan Dynamics, Inc.
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KEY AREAS TO CONSIDER IN IMPLEMENTING A WELLNESS PROGRAM

1. What can your company afford to invest in its wellness program? In 2007 almost 40 percent of large companies in the US spend more than \$200,000 annually and 20 percent spent at least \$1 million on corporate wellness. Yes, that's a lot, but consider what it costs in employee productivity and absenteeism if you don't help employees optimize their health and well-being. In fact, a 2007 study conducted by the Milken Institute found that lowering the obesity rates alone could produce productivity gains of \$254 billion and avoid \$60 billion in treatment expenditures annually for companies.
2. Do you have the tools and staff to implement a successful program? A benefits management system must be in place to support a corporate wellness program and companies must have the tools and technology to track participation, issue rewards, and adjust health plan premium payments accordingly.
3. How will you measure program effectiveness and ROI - or will you invest those dollars in making employees healthier? Wellness programs have been shown to produce an overall return on investment of 1.5:1 to 3:1 after three to five years, meaning that for every dollar invested in wellness, employers can expect to save between \$1.50 to \$3.00 (Human Resource Executive 2007). But you must decide what approach you want to take when it comes to investing money in measuring your program's ROI. A survey conducted in 2006 by the International Foundation of Employee Benefit Plans, shows that 87 percent of 464 benefits professionals and plan sponsors didn't know the ROI of their programs. The issue of measuring ROI brings up an important question: where do you want to spend your dollars? Calculating ROI or focusing on making employees healthier? A number of companies actively supporting very successful wellness initiatives have opted not to track detailed ROI. But beware: according to most in the "C" suite, if you can't measure it, you can't manage it. Measuring the overall wellness program effectiveness from a dollars perspective may be necessary to ensure that the programs continue to receive buy-in (read: budget) from upper- management.

Angela Manzanares, November 14, 2008

THE WAVE OF THE FUTURE: SELF SERVICE HR

Satisfy employees: Boost employee morale by empowering workers with instant access to information ranging from benefits plans to training opportunities.

Maintain accurate data: When employees are encouraged to update their own personnel information, the result is a reduction in data-entry errors and more relevant and up-to-date information.

Recruit easily: Let candidates come to you by providing employees with online access to job opportunities.

Reduce inquiries: Put an end to time-consuming employee inquiries and let your HR staff get back to business. Thanks to self-service, an employee can find that missing pay stub or retrieve details on the latest benefit plan with the click of a mouse. Some self-service tools even allow users to com-

municate directly with a benefits administrator regarding benefit elections and confirmation.

Cut costs: Offer self-service and save money. Forrester Research reports that a self-service approach can slash the cost of a customer interaction from as much as \$35 on the phone to 75 cents online — a potential savings of 98 percent on just one transaction.
Cindy Waxer, HR World

We must walk
consciously only
part way toward
our goal, and then
leap in the dark
to our success.

-- Henry David
Thoreau



Happy Holidays
to you and yours
from our family
at
Jordan Dynamics.



Preparing you for the
road ahead.



IS FLEXTIME RIGHT FOR YOUR ORGANIZATION?



Flexible hours, or flextime as it's commonly called, have been hailed by some as a revolution in the way that employees work because it allows them to strike a work-life balance that just isn't possible under a rigid schedule. For example, a flextime employee with a child can choose to come in at 7 a.m. and leave at 3 p.m., while a nine-to-five employee would have to arrange for extra hours of child care.

Opponents of flextime see the practice as a loosening of workplace standards, however, arguing that employees can take advantage of the flexibility to do less work. So which side is right? If you are thinking about offering flexible hours at your organization, it's important to know both the pros and the cons of this practice so that you can make a decision that's right for the business.

It's important to know that flextime is not a fad; it's a trend that is gaining ground in a number of organizations. A recent Bureau of Labor Statistics report estimated that 30 percent of employees work under flexible hours. Because flextime is relatively common, its effects are well-documented. Most companies that engage in flextime say that it improves employee productivity because workers can manage their personal lives on their chosen off hours so that they do not interfere with the workday.

In addition to improved productivity, flextime can boost employee morale, because this benefit recognizes the individual needs of each worker. And in some cases, companies also report reduced overhead since workers on alternate shifts can share desks and other resources. - Scarlet Pruitt, 8/20/08 HR World

Dragging Around? Quick Energy Quiz

Are your energy levels up to par? Or have you felt tired for so long that it's your new normal? To find out, take the quick test below, chosen by RealAge experts Michael Roizen, MD, and Mehmet Oz, MD, for their new book: *YOU: Being Beautiful*.

When is the first time that you feel tired during the day?

- A. When I awaken, even after sleeping a full 8 hours every night for a week
- B. Morning, or at the latest by midafternoon
- C. Whenever I move
- D. Late afternoon
- E. Whenever I have to deal with my boss
- F. Not until after a day of working 12 hours or more

If you answered anything other than f, it could be a sign that your energy systems are slightly (or completely) out of whack. To help you get turbo-charged, check your sleep habits, walk daily, drink plenty of water, and cut back on saturated fat and sugar. A few other energy boosters you may want to explore:

DHA -- This is the active form of good omega-3 fats, and it helps keep the nerves firing to your muscles. You can get it from either fish oil (2 grams daily) or a DHA supplement (600 milligrams daily).

Ribose -This is a sugar your body makes naturally. It's not found in food, but you can get extra in supplement form. Just check with your doctor first, as it's not right for everyone. If your MD gives the green light, you could try 500 milligrams three times a day for a week.





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Sweet Home Remedy for Coughs

If a nagging cough is keeping you awake, and cough syrup doesn't help, there's something in your kitchen cupboard that might: honey.

It's been a favored home remedy for sore throats for decades, and now new research shows it's more than wishful thinking. It really can silence nighttime hacking.

It may not take much honey to do the trick. In a study of kids, a small dose of buckwheat honey -- 1/2 to 2 teaspoons, depending on age -- was enough. (Caution: Never give honey to a child who's not yet a year old, because there's a risk of botulism.) And many doctors recommend a bit of honey for adult patients, too.

Try it with tea and lemon for extra throat lubrication. Bonus: Honey is a great source of antioxidants. Find out which kinds of honey have the most. (www.realage.com)

	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22 Hanukkah	23	24 Christmas Eve	25 Christmas	26	27
28	29	30	31 New Year's Eve			

HOW TO SAVE YOUR SICK DAYS

Your mood may have something to do with you avoiding a bug that is going around. People who are carefree and calm seem to have extra armor against winter bugs. They get sick less often -- and even if they do pick up a bug, they tend to have fewer symptoms.

Putting on a smile could be just the ticket! Researchers recently asked healthy volunteers to describe their moods and then exposed them to a cold or flu virus. People who described themselves as happy, full of pep, and at ease -- versus depressed, anxious, or hostile -- had fewer symptoms like coughing, achy joints, and sinus pain.

The researchers concluded that positive emotions may strongly influence the human immune system. Everyone wants to be happy, but what makes one

person happy may not make another, so figure out what makes you happy.

Try these other tips and tricks for boosting your emotional well-being:

Do a plate check. Certain foods -- like those rich in healthy omega-3 fats -- can be good for the spirit. Get in the mood with these feel-good foods.

Grab your trainers. A simple walk or light workout is a surefire way to elevate your body's natural "happy" chemicals.

Video: Try this resistance-band workout you can do in the comfort of your own home.

Phone a friend. There's a reason why social butterflies seem so chipper. And it's this. www.RealAge.com



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