

..... DECEMBER 2007

Living Healthier Americans Embrace Workplace Wellness To Battle Rising Costs

AS EMPLOYERS increasingly encourage workers to adopt healthier lifestyles within the workplace, more than four out of five Americans (82 percent) say they have a positive view toward wellness programs, according to the Employee Benefit Research Institute's *2007 Health Confidence Survey*.

"The tide is turning as Americans realize changing their behavior and adopting a healthier lifestyle is an effective cure for rising healthcare costs," notes

Jerry Ripperger, national practice leader of consumer health for the Principal Financial Group. "We're seeing a sharp increase in the number of workers taking advantage of wellness programs, which typically include health screenings and programs for exercise, weight loss, stress management, smoking cessation, and more."

For the first time since 2004, the survey revealed that an increased number of Americans are making more cost-conscious decisions regarding their healthcare. "Rising healthcare costs are clearly weighing on the minds of Americans as they search for various ways to help shoulder the burden," said Ripperger. "Increasing the frequency of participation in employer-sponsored wellness programs and educating Americans about how they can take control of their own (Continued on back)

Helping the New Growth Engine Healthy People Key to Productive America



MORE AND more employers are recognizing that an employee's health status has a direct link to day-to-day productivity. According to *Trend Watch*, a report from the American Hospital Association (AHA), the prevalence of chronic health problems among working Americans is rising even as the U.S. health system's ability to prevent and treat disease improves.

Health conditions such as heart disease, hypertension, diabetes, cancer, and asthma are some of the costliest conditions to employers in terms of both healthcare expenses and lost work days, according to the report. Each year, 10 common chronic conditions¹ account for an average of more than 10 days of work loss. (Continued on back)

¹ The 10 common chronic conditions include depression/sadness/mental illness; any cancer; respiratory disorders; asthma; migraine/headache; allergy; heart disease; arthritis; diabetes; and hypertension.

Hiring Immigrants

USCIS Releases Revised I-9 Form, Handbook



ACCORDING TO THE U.S. Citizenship and Immigration Services (USCIS), the revised I-9 form reduces the number of documents employers may accept for newly hired employees during the employment eligibility verification process in compliance with the reduction requirements of the Illegal Immigration Reform and Immigrant Responsibility Act of 1996.

The most significant change to the revised I-9 form is the elimination of five documents from List A. According to Fisher & Phillips LLP, employers can no longer accept the following documents: Certificate of U.S. Citizenship (Form N-560 or N-570); Certificate of Naturalization (Form N-550 or N-570); Alien Registration Receipt Card (Form I-151); unexpired Reentry Permit (Form I-327); and unexpired Refugee Travel Document (Form I-571). Added to List A is the most recent version of the Employment Authorization Document (Form I-766).

Employers must begin using the 2007 edition of the I-9 form for new hires **now**, as all previous versions of the form are no longer valid, or be subject to fines and penalties. Employers do not need to complete new forms for existing employees unless they require re-verification. For more information, the new I-9 form and the revised handbook are available at www.uscis.gov. ■

Living More Healthy...

(Continued from front)

health will help reduce overall the impact on their financial well-being."

Similarly, HealthFitness, a provider of integrated health and fitness management services, notes in a recent issue brief that a new approach to healthcare in the 21st century should

address the most acute challenges of our time and chart a new course through better use of data, prevention, and health management strategies.

According to Gregg Lehman, Ph.D., HealthFitness president and CEO, employers should create a workplace culture of health to resist higher costs and encourage better health management. Lehman notes in the brief that the vision for health benefits in the 21st century integrates smart benefit plan design, employee education, decision-making tools, and proven medical management.

"Employers are interested in not just controlling healthcare costs, but also in encouraging personal accountability for employees to maintain a healthy lifestyle," says Lehman. "Employers will increasingly be focused on both employee health and productivity. Productivity is the next great frontier in health management," says Lehman. "The idea of 21st century health benefit design is to take a more comprehensive approach when designing benefits, factoring in both direct and indirect cost drivers, to start to provide benefits and tools that will support a culture of health as opposed to a treatment-focused culture of sickness." ■



Helping the New Growth Engine . . . *(Continued from front)*

Thus, companies are putting significant emphasis on improving the health and productivity of their workforce, according to the Watson Wyatt/National Business Group on Health *2007/2008 Staying@Work* survey. "Global competition and pressure for greater efficiency are causing employers to seek new ways to help manage benefit costs and increase worker output," says Shelly Wolff, Watson Wyatt national practice leader for health and productivity. "Increasingly, companies are looking at the health of their workers as the new growth engine to stave off healthcare inflation and keep employees on the job and productive."

The AHA study found workplace wellness programs yielded an average reduction in sick leave absenteeism of 28 percent; in health costs, 26 percent; and in workers' compensation and disability management claims costs, 30 percent. In general, savings are due to lower medical costs, reduced absenteeism and presenteeism, fewer workers' compensation and short-term disability claims, and increased productivity.

Employers are now well aware that workers' health and vitality affect their productivity, which in turn impacts the company's performance and competitiveness. Increasingly, employers recognize that they have an important role to play in promoting health and productivity. ■

Bulletin Briefs

◆ *Coalition Unveils Auto Enrollment Education Site*

The www.RetirementMadeSimpler.org website features interactive tools and general information about 401(k) enrollment issues, especially useful to small- and medium-sized employers. Its resources include tips on how to get started, the benefits of automatic enrollment, and real-world experiences from companies that have successfully switched to automatic enrollment programs.

◆ *New Interactive Web Tool Helps Employers Comply with Retirement Laws*

The U.S. Department of Labor has a new interactive web tool, ERISA Fiduciary Advisor, to help employers comply with federal employee benefit laws. The site provides information and answers to a variety of questions about who is a fiduciary and their responsibilities under the Employee Retirement Income Security Act (ERISA). Check it out at <http://www.dol.gov/elaws/ERISAFiduciary.htm>.

◆ *IRS Unveils 401(k) 'Cool' Compliance Tool*

The IRS has a new web-based tool it calls 'cool' to help 401(k) plan sponsors avoid, identify, and fix 11 common errors. Each potential mistake is listed in a table with hyperlinks to more information about each topic. To keep your plan error free, check out this cool tool at www.irs.gov/pub/irs-tege/401k_mistakes.pdf. ■

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WE PROVIDE DIRECTION AND LEADERSHIP BY...

- **Planning:** To ensure that the total benefit package is consistent with organizational goals.
- **Analyzing Benefits:** To match available delivery systems and benefit options targeted toward the desired plan performance.
- **Maximizing:** The effectiveness of assets invested in employee benefit programs, while appropriately managing risk.
- **Aggressively:** Negotiating with vendors to obtain the best coverage at a fair price.
- **Producing:** Understandable plan performance analysis and financial reporting.
- **Discussing:** Employee benefit trends and plans to determine appropriateness.
- **Serving:** Your HR and benefit needs.
- **Educating:** Your staff to ensure that everyone understands and uses the benefits wisely.
- **Supporting:** Your staff with technology and communication tools to streamline and enhance the operation of your benefit plans.

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tbc notes:

We would like to thank the following company for allowing us to be of service again this year:

Husk Partners, Inc., Phoenix, AZ

We congratulate Cynthia Walter, Executive Director-Operations, as our 212° Performer of the Month for October, 2007.....Thanks for your excellent service to our customers Cynthia!!

Be sure to review your group term life insurance program. Remember, group term life insurance amounts in excess of \$50,000 (face amount) will generate taxable income to your employees based on Table I rates (Internal Revenue Code, Section 79). Please call us if you have any questions at all.

I have enclosed a couple of flyers for the Hospice Family Care Foundation. I am privileged to be on the Board of Directors and thus offer this opportunity to ask your support of a worthwhile cause. Thank you in advance should you decide to contribute to either of these events.

As we look to the Holidays, we reflect on how lucky we are to have such a great group of clients. We wish all of you a safe and happy holiday season and a very prosperous 2008!

Finally, I also want to recognize the staff at *the bagnall company* who actually provides the service, planning and timely responses to all of you. It is truly a group effort and I thank all of them for their dedication and hard work over the past year.

Mark W. Bagnall CLU
President

Technology Corner

Would you like to know how to work in Microsoft Access or FrontPage? Or do you need to brush up on Crystal Reports? Or maybe just polish your computer skills? If so, make sure you take advantage of the discount program *the bagnall company* has negotiated with *Training to You*. Visit www.trainingtoyou.com for a list of available classes. Mention *the bagnall company* when registering for your class to receive your discount.

If you have any questions or need assistance, please call Cesar, Executive Director-Technology and Prime Customers.

tbc

the bagnall company
EMPLOYEE BENEFITS CONSULTING

The's Recipe of the Month



Whole Wheat Pasta with Garlic and Olive Oil

Serves 6

Ingredients

2 tsp coarse salt
1 lb whole wheat linguine
1/3 cup extra-virgin olive oil
4 cloves of garlic, 2 minced, 2 thinly sliced
1/2 tsp crushed red pepper flakes
1/3 cup fresh flat leaf parsley, chopped
Zest of 1 large lemon
Parmesan cheese

Directions

1. Bring a large pot of water to a boil; add 1 teaspoon salt and the pasta. Return to a boil, and cook according to package instructions until al dente. Drain.
2. Meanwhile, heat oil in a large skillet over medium-low heat until hot but not smoking. Add garlic, and cook, stirring constantly, until golden, about 3 minutes. Stir in red pepper flakes and parsley. Remove from heat.
3. Add pasta and remaining teaspoon salt to skillet. Toss until pasta is well coated. Transfer to a bowl, and sprinkle with zest, more parsley and parmesan cheese.

2 ways to support the HFC Foundation this winter – run and/or sponsor!!!



1

**Marathon for Dignity: 187 miles to make a difference
Friday, February 29 – Saturday, March 1, 2008**

Please join us in raising awareness and donations for Hospice Family Care Foundation during the 187 mile Ragnar Relay del Sol! A team of 12 will run from Wickenburg to Scottsdale over 2 days. For more information, and to register to run, visit www.ragnarrelay.com/delsol/

2

**P.F. Changs Rock'n'Roll Marathon: 26 miles & 13 miles for half-marathon
Sunday, January 13, 2008**

Staged in the Valley of the Sun, the P.F. Chang's® Rock 'n' Roll Arizona Marathon & 1/2 Marathon tours through three of Arizona's most vibrant cities. With perfect winter running weather and live music every mile, P.F. Chang's® Rock 'n' Roll Arizona is an event not to be missed! For more information and to register to run, visit www.rnrariz.com

***RUNNERS MUST REGISTER TO RUN ON THE SPECIFIC
SITES ABOVE – SEE THE RED BOX FOR PRIZES AWARDED
TO RUNNERS BASED ON DONATIONS RAISED !!***

As a way to say “thank you” from the Foundation, runners raising donations will receive:

TOTAL

\$250 -- sweat band

\$500 -- Together We Can Make a Difference pin

\$750 -- commemorative plaque

\$1,000 -- all of the above!!!

SPONSOR FORM – PLEASE SUBMIT BY JANUARY 6, 2008

Name _____

Address _____

City _____ State _____ Zip _____

Email address _____

Runner's name: _____

Mail to and Make Checks Payable to:

Hospice Family Care Foundation
1550 S. Alma School Rd., Ste. 280
Mesa, AZ 85210

Contact: Jan Doughty
Phone: 480-889-1116

**or register on our website at
www.hfcfaz.org**

I would like to sponsor the Hospice Family Care team with:

- a flat amount of \$ _____
- the following amount per mile: \$ _____

THANK YOU FOR YOUR SUPPORT -- donations continue to help patients and families

Volunteer/Employee/Family Hike for Hospice Family Care Foundation!!!



When: Saturday, January 26, 2008

Where: South Mountain Park (48th Street entrance--south of Baseline Road between Elliott & Warner Roads, Ahwatukee). Meet at the pavilion at end of entrance at 4:00 p.m.

What: Two hikes are planned:

Over the Hill Gang: **Javelina Canyon Trail:** Length: 1.7 miles; Difficulty: Easy to Moderate

Camp Myron: **Mormon Trail to National Trail Loop:** Difficulty: Moderate to Difficult (elevation change about 1000 feet)

Hikes are appropriate for children...So bring the kids!!! flashlights!!! comfortable hiking shoes, and water!!! A "Tail Gate" gathering at the pavilion after our hike is planned... You will see spectacular views of the Phoenix skyline, Indian Petroglyphs, desert foliage, a full moon and our desert under the stars!!! Spectacular!!!!

For more information visit www.hfcfaz.org or phone Linda Patti 480.889.1124 or email lpatti@hfc-az.com

\$25 donation to Hospice Family Care Foundation -- children hike free (with paying adult).

SPONSOR FORM – PLEASE SUBMIT BY JANUARY 6, 2008

Name _____

Address _____

City _____ State _____ Zip _____

Email address _____

Club/Organization _____

Mail to and Make Checks
Payable to:
Hospice Family Care Foundation
1550 S. Alma School Rd. Ste. 280
Mesa, AZ, 85210
Contact: Jan Doughty
Phone: 480-889-1116

OR, register ONLINE at www.hfcfaz.org. THANK YOU FOR YOUR SUPPORT. Your donations continue to help patients and their families during this most difficult time of their lives.