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May 2018

COMPLIANCE CORNER

Yet another change in the HSA Family Contribution Limit. Who can keep up??

Per the IRS announcement available [HERE](#), the IRS has once again updated the 2018 Family level HSA contribution limit. The original HSA contribution for the family level was \$6900. March 1st, the IRS reduced the limit to \$6850. As of this recent announcement **the contribution limited has been restored to \$6900**. Click [HERE](#) to view an article from FORBES magazine.

GDPR takes effect on May 25, 2018

The General Data Protection Regulation applies to any organization that handles the personal data of EU citizens, regardless of whether the organization is based in the EU or not. This new regulation carries HUGE punitive fines for non-compliance of up to \$24 million USD or up to 4% of your Annual Global Revenue.

For more information on the GDPR [CLICK HERE](#).

COMMUNICATING WELLNESS

May is Healthy Vision Month

When it comes to our health, we often visit our doctor or nurse regularly to make sure our bodies are healthy. But what about our eyes? They're not always top of mind, but they're just as important. During Healthy Vision Month, held each May, the National Eye Institute encourages Americans to make their eye health a priority and informs them about steps they can take to protect their vision:

- Get a comprehensive dilated eye exam.
- Live a healthy lifestyle, including eating healthy foods, maintaining a healthy weight, managing chronic conditions, and not smoking.
- Know your family history.
- Use protective eye wear.
- Wear sunglasses.

Taking these steps can help prevent vision loss or blindness from many eye diseases and conditions. In addition, comprehensive dilated eye exams can detect problems early, when they're easier to treat.

Celebrate Healthy Vision Month by taking these steps today! You'll help ensure your eyes are healthy and that you're seeing well for a lifetime. We invite you to spread the word to your family, friends, colleagues and teammates.



CONSULTING

HR Should NOT Use Social Media to Influence Personnel Decisions

by Namely Team * April 26, 2018

6 HR tips for navigating the murky waters of social media: [Click Here](#)



This week, the Namely Team spoke with several HR professionals about the pros and cons of looking at an employee's social media presence. While many shared guidelines for navigating this murky territory, Dan Deibler, HR Coordinator at Gateway Learning Group shares why he thinks it's prohibitively difficult for HR to fairly assess a new hire based on their social media presence. Here's what Dan had to say:

Social media that is posted to your Facebook or Twitter account is your curated social group. Some people use these networks in close ties with what they do at work, and some people use these platforms to vent about their job. It's really a grab bag of whether or not people are sharing things that could be relevant to their professional lives. More often than not, I believe people will find more embarrassing yet irrelevant details on social media feeds than genuinely damning content.

We complete professional background checks on job candidates, so I already know if there is

COMMUNITY SERVICE



Are you passionate about the arts?

Join the United Arts volunteer team and help share your love for Central Florida's arts and cultural community. They regularly ask volunteers to help at the United Arts booth during various arts and community events. They also have other volunteer opportunities available based on specific interests and skill sets. See how you can get involved by visiting the United Arts - [Volunteer Facebook Page](#) or by registering on our [Volunteer Registration Form](#)

something in their history that I should be concerned about. Yes, if an employee is constantly posting about a violent act, that is relevant to the job, but if they're just sharing an opinion, while it may be controversial, it's not directly relevant to the workplace. HR is not equipped to justly and fairly judge someone's social media presence. Who is determining the standard for what is moral? I know I can't make a thorough enough assessment to include this as a part of the hiring process. The amount of training that would be necessary before adequately evaluating someone's social media channels is way too daunting a task for companies to take on.

CEO CORNER

Our kids will be out of school before we know it! It's time to plan for Summer Camps and Family Vacations. If you have children still at home, or maybe grandchildren nearby, this is the time to schedule activities to build special memories they can treasure the rest of their lives. My kids are growing up fast, but we continue to make the choice to put family first. Planning and sacrifices will pay hefty dividends, one of the best investments you can make!

Doug Foreman



"Time is more valuable than money. You can get more money, but you cannot get more time". Jim Rohn

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