



Fringe Benefit Plans, Inc.
Since 1969

April 2018

COMPLIANCE CORNER

FLSA Compliance

The U.S. Department of Labor's Wage and Hour Division (WHD) will be launching a pilot - the Payroll Audit Independent Determination (PAID) program - to facilitate the resolution of potential Fair Labor Standards Act (FLSA) overtime and minimum wage violations. The program will allow employers to self-report potential wage violations that they uncover during a compensation practices self-audit. Employers must pay all back wages due but will not have to pay liquidated damages or civil monetary penalties when they choose to participate in the program and proactively work with the WHD to fix any compensation practices at issue. The goal of the PAID program is to resolve overtime and minimum wage claims expeditiously and without litigation, to improve employers' compliance with overtime and minimum wage obligations, and to ensure that more employees receive the back wages they are owed more quickly, according to the WHD. The program, discussed in the Analysis and Guidance at ¶24,830 in the Compensation category under the "Overtime Pay" topic, will be implemented nationwide for approximately six months. At the end of the pilot period, the agency will evaluate the program's effectiveness, potential modifications, and whether to make the program permanent.

COMMUNICATING WELLNESS

April is Stress Awareness Month!

First launched in 1992, Stress Awareness Month is an opportunity to increase public awareness about stress, its causes, symptoms and ways to reduce it. I would say "eliminate" stress, but that is not always possible. Most people will experience stress at some point in their life, but constant or extreme stress is bad for the mind and body. It can be caused by a sudden traumatic event or just the circumstances and expectations of daily life.

For Ten Tips to help reduce stress Click [HERE](#)



CONSULTING

Defining Corporate Values

Values are the operating philosophies or principles that guide an organization's internal conduct as well as relationships with customers, partners, and shareholders. Core values are usually summarized in the mission statement or in the company's statement of core values. Spring may be a good time to review your company's Core Values, Mission and Vision statements. Do they still align with your operations and daily activities? For guidance and examples click [HERE](#)



FBP Mission Statement: Serving your insurance needs with enthusiasm, innovation, experience & Expertise.

FBP Vision: To protect our community from the financial hardships of life's unforeseen events.

COMMUNITY SERVICE



How awesome to tell family and friends that you actually helped build a house! Habitat for Humanity offers many volunteer opportunities for every skill set. Looking for a "team building" event that gives back to the community? Well, look no further!

[Visit us Here!](#)

MAY 11 & 12: "WOMEN BUILD 2018" Hundreds of women will come together to build affordable housing. NO it's not just for women... but it is a great opportunity for team building and fundraising for an organization that is transforming families right here in Central Florida.

For more information contact Mary Alice Fish: mfish@habitorlando.org for details on how you and your organization can participate. For a FAQ Click [HERE](#)

CEO CORNER

Spring has sprung and certain days it feels like Summer has come early! April is a great time for hiking, biking, camping, boating, swimming and almost any outdoor pursuit. Many of our "Snow Birds" will be returning to their northern homes this month providing some traffic relief and opening tables at eateries. Take time this month to enjoy all that Central Florida has to offer!

Doug Foreman



*"Spring is nature's way of saying, "Let's party!"
~Robin Williams*

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**Give us a call today!
(407) 862-5900**

We are committed to serving and supporting your Employee Benefits program.

STAY CONNECTED

