



Fringe Benefit Plans, Inc.  
Since 1969

February 2018

## COMPLIANCE CORNER

### New 2018 Withholding Tables are Now Available!

Employers should start using the new 2018 withholding tables as soon as possible, **but no later than February 15, 2018**. Continue using the 2017 withholding tables until implementing the new withholding tables. For more information and access to the updated tables [CLICK HERE](#)

### DO'S & DON'TS



## COMMUNICATING WELLNESS

**February is American Heart Month** This is the perfect time to commit to a healthy lifestyle and make small changes that can lead to a lifetime of heart health.



Heart disease is the leading cause of death for men and women and small changes can make a BIG difference! 1 in 4 deaths are caused by heart disease, which can often be prevented by making healthy choices like the following:

- 1) Schedule a visit with your doctor to talk about heart health. It's important to schedule regular check-ups even if you think you are not sick. Partner with your doctor and health care team to set goals for improving your heart health, and don't be afraid to ask questions and trust their advice.
- 2) Add exercise to your daily routine. Start off the month by walking 15 minutes, 3 times each week. By mid-month, increase your time to 30 minutes, 3 times each week.
- 3) Increase healthy eating. Cook heart-healthy meals at home at least 3 times each week and make your favorite recipe lower sodium. For example, swap out salt for fresh or dried herbs and spices.
- 4) Take steps to quit smoking. If you currently smoke, quitting can cut your risk for heart disease and stroke. Learn more at CDC's Smoking and Tobacco Use website .
- 5) Take medication as prescribed. Talk with your doctor about the importance of high blood pressure and cholesterol medications. If you're having trouble taking your medicines on time or if you're having side effects, ask your doctor for help.

To promote American Heart Month in your workplace visit [THIS SITE](#)

## CONSULTING

### Recruiting News, Tips and Trends

Do you ever wonder who are the top providers for services like Job Aggregation, Testing & Assessment, AI & Automation, Applicant Tracking, Recruitment CRMs, Video Interviewing, Human Capital Management or Recruiting Software for 2018? Click on this [LINK](#)



to find the full report. You may be relieved... or possibly surprised! We are pleased to learn that one of our knowledge partners made the list. Congratulations to Predictive Index (PI) a recommended top choice for Testing & Assessment. Contact us for a personal introduction.

## COMMUNITY SERVICE

The Florida Department of Health (the Department) reports that influenza, or "flu," activity levels have increased sharply over the last several weeks. Flu is a contagious respiratory disease caused by influenza viruses. It can cause mild to severe illness. Serious outcomes of flu infection can result in hospitalization or death. Some people, such as young children, the elderly, and people with certain health conditions are at high risk for serious complications from flu. The Department is encouraging families to get vaccinated for flu now.



Contact your health care provider, county health department, or visit <http://www.floridahealth.gov/findaflushot> to find a flu vaccine center near you.

The best way to keep yourself and your family safe and healthy during flu season is to:

- Get vaccinated;
- Keep sick family members home;
- Contact your health care provider if you or your child are experiencing flu-like symptoms; and
- Follow your doctor's guidance on treatment.

Information for parents of young children: <http://www.cdc.gov/flu/parents/>

## CEO CORNER

February is a special month associated with cupid, hearts and of course Valentine's Day. My wife Cheree and I have been married for 25 years, and I can't imagine my life without her. Marriages take commitment, and yes... patience and plenty of understanding. Those are the same attributes we strive to reflect to all our clients at Fringe Benefit Plans. Please know that we appreciate you and wish you a Happy Valentine's Day!

Doug Foreman

*"In matters of style, swim with the current;  
In matters of principle, stand like a rock." Thomas Jefferson*



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

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

STAY CONNECTED



