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New Limited Legal Hotline

The Employers' Association is always looking for ways to increase member value and improve our services. We are proud to announce a new service to our members, a *Limited Legal Hotline*. This service will work in conjunction with our research hotline at no additional cost to EA members. Members will have FREE access to local employment attorneys through the EA. Michigan members will be connected with attorneys who practice law in Michigan.

The Employers' Association hotline routinely assists members with fast and accurate support to their questions and issues on all matters dealing with employer/employee relations and other human resource-related issues. The EA has seen an increasing number of questions that are of a more legal nature, and wanted to be able to meet the growing need of our members. Usage of the legal hotline is limited to 3 questions or 2 hours of legal service per year.

(Limited Legal Hotline continued on page 3)



How the Limited Legal Hotline Works:

1. Contact the EA office first, via phone or e-mail. Many times member questions can be answered by resources and materials available to EA staff or maintained here, or by considering similar circumstances encountered by other EA members.
2. If your question or issue cannot be answered by the EA's resources, or is of a more legal nature and would best be answered by an attorney, you will be contacted by a local employment attorney who will assist you with your questions.
3. The attorney will provide limited legal service to you at no cost.
4. If your inquiry requires additional time or legal resources, you will be so advised.

The Employers' Association conducts compliance-related trainings to assist our members in preventing legal problems before they occur. We understand that even under the best attempts, legal issues and concerns still arise. That is why we have developed the limited legal hotline, where we can empower our members by offering limited legal assistance.

For questions on the Limited Legal Hotline, contact Cheryl Riggs at 419-885-8505 or criggs@employersassociation.com

Focus of Employee Reward Programs Shift

As the global economy's aura continues to depress employers and employees alike, more than half of companies intend to focus on employee engagement in reward programs. Traditionally, employers have followed financial performance metrics, but that's all about to change, according to a new Hay Group and WorldatWork study.

The "Reward Next Practices Survey" explains that 57% of companies plan to enhance their focus on employee engagement in measuring their reward programs during the next two to three years, while 64% will also hone in on the motivational value of reward programs.

Performance metrics, such as customer satisfaction, innovation, talent management, and employee engagement are all at less than 40% of current focus. Out of all these measurements, 57% have determined to spotlight employee engagement performance in the future.

Nearly half of those polled (44%) plan to focus more on using rewards to reinforce a culture of creativity and innovation.

Two thirds (67%) will be more intent on improving the ability of their line manager to effectively manage the overall pay-for-performance relationship with employees, and on the role of line managers in communicating total rewards to employees.

(Focus continued on page 4)



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