



HR News & Notes: October 2007

THE EMPLOYEE NEWSLETTER IS ON-LINE
AT: www.lawrence.edu/dept/hr

FLU SHOT CLINICS



To help promote health and wellness, Lawrence University will be holding Flu Shot Clinics for all currently employed faculty and staff (including spouses). For your convenience, the Flu Shot Clinics will be held on-campus in the Riverview Lounge on the following dates/times:

- Tuesday, October 30th from 11:30a – 1:30p
- Thursday, November 1st from 11:30a – 1:30p
- Monday, November 5th from 7:00p – 9:00p

Sign-up is NOT required!

The cost of the flu shot is \$30.00 (cash or check only). Employees/spouses who are covered under the Lawrence University Health Plan will not have to pay the \$30.00 fee. Employees/spouses who have health insurance through other carriers will need to pay the \$30.00 vaccination fee. Upon payment, they will receive a receipt for them to submit to their health insurance carrier.

Flu or influenza is a serious but preventable illness. Help yourself and those around you prevent flu by receiving a vaccination before “flu season” hits.



You're invited!

TIAA-CREF announces Personal Consultations at Lawrence University

November 15 & 16, 2007

Everyone has financial goals. But life's demands always seem to get in the way of actually saving the money needed to meet them. Come find out how to pull your finances together and focus on how to reach those important goals.

Topics that can be discussed with the consultant include:

- ** The basics of financial organization and budgeting
- ** How to determine your cash flow and net worth
- ** How to establish and prioritize your financial goals
- ** How to protect your income and assets
- ** How TIAA-CREF products can help you meet your goals



Individual Counseling Sessions with TIAA-CREF Representative, Jolene Benson, will be held on campus on Thursday & Friday, November 15 and 16, 2007. Sessions will be held in the Brokaw Hall Conference Room on second floor.

Further information will be sent out soon via email regarding signing up for a session!



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*President Jill Beck and Rob Beck
invite you to attend Lawrence's
Annual Holiday Party!*



*Saturday, **December 15, 2007**
Radisson Paper Valley Hotel
333 W. College Avenue, Appleton*

*Reception: 5:00 – 6:00 p.m.
Buffet Dinner: 6:00 p.m.
DJ & Dancing: until 12:00 a.m.*



A formal invite will be sent out in the near future.



- October 30: Flu Shot Clinic
- November 1: Flu Shot Clinic
- November 4: Daylight Saving Time
- November 5: Flu Shot Clinic
- November 1-4: Mid-term Reading Period
- November 22-23: Thanksgiving Holiday
- December 7: Last Day of Fall Term Classes
- December 8-10: Reading Period
- December 11-14: Final Examinations
- December 15: Residence Halls Close
- December 15: Holiday Party
- December 24-25: Christmas Holiday



2007/2008

UNITED WAY CAMPAIGN

Today we think very carefully about investing in our future, whether it's through a 401(k) program or other ways to save for retirement. We take proactive measures to create security for ourselves and for our loved ones. Often, we consult experts who advise us as to where best to invest our resources to have the highest possible return. Should we not put similar consideration into investing in our community? After all, when our community is strong, we all benefit.

That's where United Way Fox Cities comes in. United Way brings our entire community together to tackle tough issues – from ending homelessness to helping kids succeed and more.

We encourage you to consider a gift to this year's United Way campaign. For a pledge form, please contact Human Resources at ext. 6019.

Your generosity and involvement are very much appreciated.

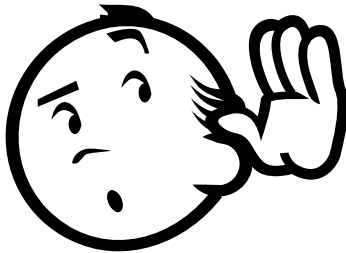


FOR BETTER HEALTH: LAUGH!

It's been said that laughter is good medicine. Various studies show that it boosts immunity, and signals the body to release "feel-good" chemicals and chemicals that reduce blood clotting and inflammation. It can also be a pain reliever. Laughter researcher William Fry found it took 10 minutes on a rowing machine to elevate heart rate as high a good belly laugh.



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Did you HEAR the great news?!?!

Fiserv Health has partnered with EPIC Hearing Health Care to offer discounted hearing aids and exams to employees and family members.

Hearing is one of the most used of the five senses and is vital to how we interact with those around us. Unfortunately, we all experience a steady deterioration of hearing as we age. While hearing aids may help, many health plans do not offer coverage. That's where Fiserv Health and the Ear Professionals International Corporation (EPIC) come into play.

Through EPIC's network of screened and qualified physicians and audiologists, members have access to heavily discounted exams and hearing devices. To activate benefits, members simply call EPIC's toll-free number and set up an exam with a recommended provider. If a hearing aid is a viable solution, members will receive a device at 40 percent to almost 50 percent below retail prices. This translates into significant savings and could bring an otherwise unavailable treatment alternative to their lives.

EPIC costs nothing for the employer. The cost of the program is covered by people who choose EPIC for their heavily discounted services. In addition, there are no ID cards, no activation fees and no pre-referral costs.

Fiserv Health customers simply need to call EPIC Hearing Health Care at 866-956-5400 if they are interested in participating in this program. Please contact Human Resources to request a brochure explaining more about this program.

Please take a moment to learn about our enhanced accident detail collection process.

Fiserv Health is pleased to announce an enhancement to the accident detail collection process already available on www.fiservhealthservices.com. The new feature will allow members to provide complete accident details on-line.

Currently, if a member-indicates "yes" to any of the following questions on-line, they are directed to contact their customer service representatives to provide further details:

- a) Is the treatment related to this claim the result of an accident?
- b) Did the injury occur at a location other than their home address?
- c) Is the illness the result of a work related or self employment injury?

With this new enhancement, members will now be able to provide all the details for these questions on-line.

Please contact Human Resources to request for a member communication flyer that explains the accident detail update process and methods available to members.



Let us realize that the privilege to work is a gift,
that power to work is a blessing, that love of work
is success.

David O. McKay



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National Breast Cancer Awareness Month



Breast cancer is the second most common cancer in women. Screening methods include mammograms and the breast self-examination.

EARLIER DETECTION METHODS

It is recommended that women begin annual mammography screening at age 40. Women under 40 with either a family history of breast cancer or other concerns about their personal risk should consult their doctor about when to begin mammography.

A clinical breast examination should be part of your routine checkup. Beginning at age 20, women should have a clinical breast exam every two to three years. Women age 40 and older should have one every year.

If you find something that you know is unusual for you, have a doctor check it out. **A LUMP YOU FIND SHOULD NEVER BE IGNORED!**

Resources for more information:

CancerCare
www.cancer.org

National Cancer Institute
www.nih.gov

Center for Disease Control and Prevention
www.cdc.gov/cancer/breast

American Cancer
www.cancer.org



October is Fire Safety Month

Did you know that more Americans die from fires than all natural disasters combined, or that fire can spread throughout an entire house in less than five minutes?*

Many people don't realize the importance of Fire Safety until it's too late. Prevention is your best defense against fire. This newsletter offers you valuable tips to protect your family and your home. But don't procrastinate. By the time you finish reading this article, a home fire will have erupted somewhere in the United States.**

* U.S. Fire Administration; Underwriters Laboratories Inc
** National Fire Protection Association; US Fire Administration

STICK WITH A PLAN

An effective escape route can save lives. Home fire prevention is simple, as long as you take regular steps throughout the year.

Every month...

- Test smoke detector batteries.
- Make sure carbon monoxide alarms are in working order.
- See that fire extinguishers are charged. Refer to your owner's manual for complete instructions.

Once a year....

- Practice your daytime and nighttime fire escape plans with your family at least once annually.
- Have your clothes dryer vent system professionally cleaned.
- Change batteries in all smoke detectors. Do this when Daylight Savings Time begins and ends.
- Have your air conditioner professionally checked in the spring to make sure electrical components are in good shape and air ducts are cleaned.



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- Have your furnace and fireplace professionally cleaned and checked before using them for the first time in the fall.

Introducing BeFireSmart.com — an interactive and unique approach to helping you and your family stay safe.

This site contains useful and fun information for both parents and children:

- Fire safety tips to keep you and your home safe
- Interactive games and quizzes for parents and children
- Burning questions to test your knowledge of safety preparedness
- Build your fire escape plan; check your home for hazards and lots more....

~ FISERV HEALTH ~
A MESSAGE FROM INNOVIAANT, PHARMACY
BENEFIT MANAGER

Caring for Your Child's Teeth
Helpful Tips and Information for Every Parent

Children need the help of their parents and dental professionals to have and keep healthy teeth. Innoviant has a brochure dedicated to giving you helpful hints in how you can help your child avoid tooth decay and other dental problems. Additionally, the brochure includes common childhood dental facts, preventative measures, and a quiz of frequently asked true/false questions on your child's dental health.

To view this month's newsletter, simply follow the link below. Additional publications are also available on our Web site at www.innoviant.com. As always, our communications offerings and newsletters are aimed at creating consumer-smart members and educated clients. Because the more you know, the more you save.

<http://wpbcust.innoviant.com>

Innoviant Member Publications
General Health
Caring for Your Child's Teeth

