

Dates To Remember

Groundhog Day—Saturday, February 2nd
Super Bowl 52—Sunday, February 3rd
Valentine's Day—Thursday, February 14th
President's Day—Monday, February 18th
(Our office will be open on President's Day)

This mistake can raise workers' comp claims cost by 51%

According to a recent study from the NCCI, delayed injury reporting can increase eventual comp claim costs by up to 51% as the condition worsens.

As an additional incentive for employers to encourage on-time reporting, NCCI researchers also discovered that attorneys are much more likely to become involved in comp cases the longer the reporting of the injury is delayed, pushing eventual costs even higher. Lawyers were involved 31.7% of claims made four weeks or more after the initial injury, as compared to just 12.8% of claims made the day of the accident.

Early reporting helps employers better investigate the injury by collecting evidence and interviewing witnesses soon after the accident. It also helps employees understand the process of filing a claim, which will decrease the likelihood of the worker hiring an attorney.



ALPHA
BUSINESS SOLUTIONS
941-782-3791
207 44TH AVENUE E
BRADENTON, FL 34203
alphabizsolutions.com

February NEWSLETTER

CREATE A WORKPLACE THAT SUPPORTS MENTAL HEALTH

People can be hesitant to talk about it in the workplace, but did you know more work days are lost due to mental health than to any other illness or injury? The estimated cost to the global economy is \$1 trillion per year in lost productivity. It is a real issue, and you can help create a supportive office using the tips below.

Be Present

People need guidance and direction from a leader so the worst thing you can do is disappear or be unapproachable; in fact, the worst and most stressful type of leaders are absent – leaving their employees without direction or feedback and showing little concern and consideration for their staff. This harms morale and well-being.

Encourage Work/Life Balance

Work-life balance is an essential aspect of a healthy work environment and employers should offer flexible work options. Maintaining work-life balance helps reduce stress and helps prevent burnout in the workplace. Mental health charity Mind explains that flexible hours can provide a better work-life balance, greater control, a chance to avoid traffic, and the opportunity to attend medical appointments – all of which are important for those coping with mental illness.

Treat People Fairly

Fairness is treating people like they want and deserve, rather than the same. For example, forcing everyone in your team to work in noisy or loud environments will suit the extraverts but tax the introverts; asking people to spend a great deal of time on creative brainstorming tasks will make your imaginative employees thrive while stressing out your conscientious implementers.

Develop Mental Health Policies

Without proper mental health policies in place, your company is missing out on a huge opportunity. For example, do you have policies to help prevent discrimination (including bullying and harassment) or prevent stigma around depression in the workplace? If you already have some in place, review your current policies and see if they can better support employees.

Source: [Forbes](#)

GAME DAY NACHO TOTS

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|---------------------------------|-----------------------------|
| 1 pkg (32 oz) frozen Tater Tots | 1/4 cup fresh cilantro |
| 7 oz chorizo or spicy sausage | 1/3 cup sliced green onions |
| 1 can (14.5 oz) Rotel | 1 medium ripe avocado |
| 12 oz Velveeta, cubed | 1 medium tomato, chopped |
| 1 can (15 oz) black beans | 1/2 cup sour cream |
| 1/2 cup pickled jalapenos | |



Preheat oven to 425°. Place Tater Tots in an ungreased 13x9-in. baking dish. Bake, uncovered, 40 minutes. Meanwhile, in a large skillet, cook chorizo over medium heat until no longer pink, breaking into crumbles; drain. Remove from pan and set aside. In same skillet, add diced tomatoes and cheese. Cook, uncovered, over medium heat until blended and cheese is melted, stirring occasionally. Pour over Tater Tots. Sprinkle with chorizo and black beans. Bake, uncovered, 10 minutes. Sprinkle with jalapenos, cilantro and green onions. Top with avocado and tomato. Serve with sour cream and enjoy!