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Pay Raises, Perks

Although 3-5% used to be an average wage increase for productive and reliable staff, health insurance costs have cut into that percentage. Human resource articles, the Denver Post, and medical office managers have been examining ways to provide additional, meaningful benefits. **Time flexibility** and **paid time off** were the most popular choices.

Other benefits were: *tuition reimbursement*; tax-deferred child-care spending accounts or on-site childcare; *job sharing*; paid memberships for medical associations, museums, Costco, Sam's or gyms; *on-site massages*, *family flu shots or CPR training*; *classes on parenting, investing, skincare/makeup*; trading time off; *occasional concierge service* for car repairs or to mail packages, etc.; *telecommuting*; tickets for sports or entertainment; *featured recognition* on the website, newspaper, or newsletter; bus passes; *gas and phone cards*. Any more suggestions? Give us a call.

Buying or Selling a Practice? Here are Related Business Terms

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| IPO | Initial Public Offering. The first sale of stock by a private company to the public. |
| ESOP | Employee Share Option Plan, a program or trust under which employees regularly accumulate stock and may ultimately assume control of the company. |
| LEVERAGED BUYOUT | The purchase of a controlling interest in a company using a significant amount of borrowed money, usually 70% or more of the total purchase price. |
| HOSTILE TAKEOVER | A company attempts to buy out another, whether the owners like it or not. This usually occurs when the acquirer bypasses the board of directors and purchases controlling shares from other sources. |
| FRIENDLY TAKEOVER | The straight buyout of a company by another. Shareholders receive cash or stock. |

Age Discrimination in Employment Act (ADEA) Refresher

According to AARP, more than 33 million men and women ages 50 and older are in the workplace. When interviewing, we have some applicants concerned about being rejected because of their ages. We clearly tell them, "Some companies want to train; others want experience. We have placed qualified people from ages 21 to 72 yrs. old!" The unspoken fears of our older candidates seem to be, would they be discriminated against or harassed? Let's look at the ADEA federal law and how companies can address age harassment issues.

Simply, the **Age Discrimination in Employment Act** "prohibits employers *with 20 or more employees* from discriminating because of age against employees aged 40 and older in the terms and conditions of employment." *Harassment of employees on the basis of age* is also illegal discrimination.

Employee-friendly organizations have few or no age claims filed against them. To create a positive corporate culture and to protect themselves from legal suits, companies

- . **use reasonable care** to educate their employees about age discrimination and anti-harassment policies
- . emphasize fair and equal treatment for all in employee handbooks and on human resource posters
- . have a written process to document internal complaints
- . use an efficient system to take prompt corrective actions, which may include removing the offender

Please note: Under general circumstances, Colorado labor laws allow an employer to fire, and an employee to leave a job for no cause. This *does not cancel a company's responsibility to abide by federal laws*.

Just For Fun – Baby Name Trends

If you enjoy following USA baby names, in 2004 the most popular were: 1)Emma, Jacob 2)Madison, Aiden 3)Emily, Ethan. In England, the top choices were Emily (2 yrs.) and Jack (10 yrs.) Try www.babynamewizard.com and click on the "name voyager" button, to use an interesting, interactive site showing name trends from 1900-2003.