Vision Wear

Beginning January 1, 2014, for the HDHP PPO, $500 Deductible, and $900 Deductible plans, the annual eye exam coverage will be converted from a medical benefit to a separate Vision benefit administered by Anthem Blue View Vision. Those enrolled in an IU PPO medical plan will receive the vision benefit with no separate enrollment. Benefits include:

- A routine eye exam every 12 months, with a $10 copay.
- Frames, lenses, and contacts covered with specific allowances and co-pays for in-network providers.
- In-network providers include IU Eye Care Centers, LensCrafters, Pearle Vision, Sears, Target, 1-800 Contacts, and other independent eye care professionals.

The Vision Wear Program (Voluntary Benefits Program) administered by EyeMed was discontinued December 31, 2013.

Note: Medical eye exams, such as for treatment of glaucoma or retinal detachment, remain a covered benefit under medical plans; however, they will be subject to the medical plan deductible and co-insurance.

Follow this link for a Vision Benefit Summary for 2014:

http://hr.iu.edu/benefits/2014/pubs/Anthem_Blue_View_Vision.pdf

OLYMPICS TRIVIA

1. The Russians have won gold in every single pairs figure skating competition in the Winter Olympics since:

2. When were the first electric timing devices and public address system used at the Olympics?
   a. 1912   b. 1916   c. 1920   d. 1952

3. When the Olympics were held in France in 1900, the winners were given what in place of a medal?

4. Which country has won more Olympic medals than any other?
   a. USA   b. Germany   c. Norway   d. USSR

Answers on page 4
Supplemental retirement plans can help employees save more for retirement. These plans are sponsored by IU, but contributions are made by the eligible employee. The advantages of these plans include:

- Contribute money through IU's payroll on a pre-tax basis.
- Lower current income taxes.
- Systematic retirement savings—contributions are made systematically with IU’s payroll schedule.

See this page of Frequently Asked Questions for a more comprehensive, detailed understanding.

IU partners with Fidelity Investments and TIAA-CREF to offer two IU-sponsored plans: the IU Retirement Savings Plan and the IU Tax Deferred Account Plan.

- **IU Retirement Savings Plan**
- **Tax Deferred Account (TDA) Plan**
- **Similarities and differences** between the two plans
- **Maximum contribution limits** for each plan

The need to save more money for retirement years has never been greater. The rising cost of living, including healthcare expenses and increasing life expectancy, has dramatically increased the amount of savings a person will need during retirement years.

Whether retirement is 30 years away or only a few years away, significant progress can be made toward accumulating more money for retirement years by starting now. Contributing even small amounts to an IU-sponsored supplemental retirement plan can help boost retirement savings.
**WINTER FITNESS: SHOVEL YOUR WAY INTO SHAPE!**


**Shoveling snow is a calorie blaster** - Hauling snow off your sidewalk or driveway can blast away up to 300 calories an hour, making it a comparable cardio workout to cycling at a moderate speed for an hour or a 30-minute run (incidentally, because of the rigorous strains of shoveling can cause your heart rate to soar, only those who are in top physical condition should pick up a shovel.)

Lifting loads of snow will also work almost all of your muscle groups, especially your upper body, like your back, biceps and shoulders.

**Snow shoveling safety** - Though shoveling seems like a relatively safe activity compared to, say, snowboarding, you can still hurt yourself while hoisting snow off your driveway. In fact, according to the US Consumer Products Safety Commission, more than 118,000 people were treated for shoveling and snow-removal related injuries last year, including strains and sprains to the back and shoulders.

**Tips for injury-free snow shoveling** - And because of the high rate of shoveling-related injuries, the American Academy of Orthopedic Surgeons offer the following tips for safe snow removal:

1. **Shovel sooner than later**
   Avoid having to deal with heavy, packed snow (and ensuing layers of ice) by shoveling when snow first starts to fall. That way, the white stuff is fresh and fluffy – and easier to lift.

2. **Warm up**
   Just as you bundle up for the cold, you should also prep your muscles to protect them from injury. Before you start shoveling, do 10 minutes of light exercise. Take a walk in the snow or jog in place, then stretch.

3. **Take it easy**
   Even if your competitive edge has you itching to be the first on your street to clear your driveway, don’t rush too much. Taking quick, frequent water and rest breaks will give you a chance to stay hydrated and energized – and help you recover quicker.

4. **Use the right shovel**
   One shovel does not fit all. A shovel that's too heavy or too long can cause unnecessary strain, so make sure yours suits you before you hit the driveway.

5. **Try out these snow shoveling techniques**
   If you can, avoid lifting large loads of snow by pushing the powder instead. And when you do have to hoist? Fill your shovel halfway, then squat with your legs apart, knees bent, back straight, and lift with your legs. Then, toss the snow directly in front of you. Keep in mind that twisting to throw snow over your shoulder or to the side will cause extra strain to your back.
ANNUAL EMPLOYEE PERFORMANCE EVALUATIONS

We are nearing the end of our employee evaluation period for this year. Our review period runs from December 1, 2012- November 30, 2013.

Please review the goals that you set with each of your employees last year and provide feedback on each goal and allow the employee to provide comments accordingly. All performance evaluations are due in the Office of Human Resources no later than Monday, February 3, 2014.

If an employee is currently on probation, they will not need an evaluation this year.

If you are new to your department and goals were not set with each employee last year, you can use the transitional/narrative form for this year. Also if an employee recently came off probation you can use the transitional/ narrative form to finish out the review period.

March 2014

Reminder that goals should be established collectively with each employee for the next review period December 1, 2013- November 30, 2014. Goals may continue to be the same in some cases and can be adjusted throughout the year if circumstances change. The Office of Human Resources does not need a copy of the new goals for the 2013-2014 year.


TRIVIA ANSWERS

1. b. 1964
2. a. 1912
3. c. Piece of art
4. c. Norway

MAPLE GLAZED CHICKEN

2 lbs. bone-in skin-on chicken breasts cut into chunks
Kosher salt
2 T. extra virgin olive oil
2 apples (1 red, 1 green) cored and cut into wedges
8 medium shallots, quartered lengthwise
¼ c. fresh sage, torn
1/2 c, low sodium chicken broth
¼ c. maple syrup
¼ c. apple cider vinegar

Pat the chicken dry and season all over with salt. Heat a large heavy skillet over high heat and add the olive oil. When the oil is hot, add the chicken skin-side down and cook, undisturbed, until the skin is browned and crisp, about 5 minutes.

Turn the chicken and add the apples, shallots and sage to the skillet. Reduce the heat to medium high and cook until the chicken is browned on the bottom, 4 – 5 minutes. Transfer the chicken to a plate and continue to cook the apples and shallots, stirring until golden, about 2 more minutes.

Meanwhile make the glaze: Mix the chicken broth, maple syrup, vinegar and ½ t. salt in a small bowl. Add the mixture to the skillet with the apples and shallots and boil until reduced by about three quarters, 2 to 3 minutes. Return the chicken to the skillet, turning to coat, until cooked through, about 2 more minutes.

Serves 4

Per Serving:
Calories 553
Cholesterol 119 mg
Carbohydrate 44 g
Protein 42 g
Fat 24g
Sodium 373 mg
Fiber 2g
The Mission of the Human Resources Department is to treat each person as a valued customer while administering consistency in upholding University policies and benefit administration and in turn contributing positively to the success of Indiana University South Bend.