



Happy Holidays & a Prosperous New Year!



DOL Overtime Rule Blocked by Federal Court

On Nov. 22, 2016, a federal judge in Texas issued a preliminary injunction, halting the enforcement of the Department of Labor's (DOL) new overtime rule until further notice. The rule, which was set to take effect on Dec. 1, 2016, would have increased the salary threshold for the "white collar overtime exemptions" to \$47,476 per year.

The judge's ruling gives employers across the country a reprieve from having to raise salaries for exempt employees to the new threshold or pay them overtime.

ACTION STEPS

Employers should continue to watch for new developments related to the overtime rule, as some uncertainty remains. Until a final decision is reached in the case, employers can rely on existing overtime exemption rules.

Employers that have already made adjustments to comply with the new rule may find it difficult to reverse any changes. However, employers may decide to postpone any changes that have not yet been made.

Krist Insurance will continue to monitor these developments and provide updates as necessary.

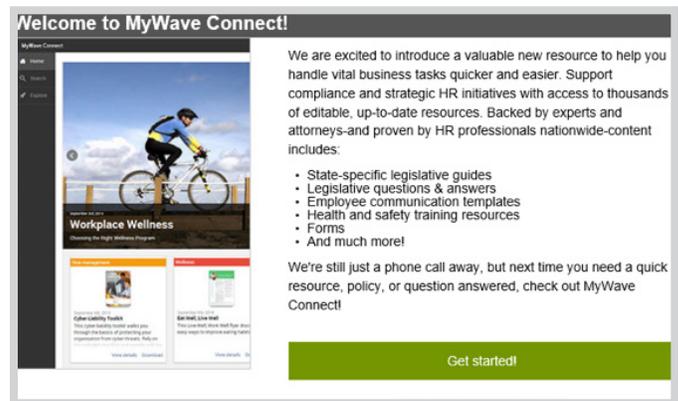
MyWave Connect Portal Reminder

Our goal at Krist Insurance is to provide high quality solutions to our clients' bottom lines. One of these solutions is MyWave Connect, a portal that is your one-stop source for not just insurance but all your risk management, compliance, safety and other business and personal needs at your fingertips 24/7.

With this tool you can;

- **Take control of compliance** – find valuable resources about OSHA, safety regulations and much more, get answers to common questions and have access to a variety of forms, notices and disclosures

- **Access sample policies and procedures**, including fully customizable safety manuals
- **Create and maintain a safety culture** with employee safety resources, benchmark surveys, workers' compensation information and more
- **HR/Employee Benefits Resources**



If you are not utilizing the portal we feel you are missing out! This resource tied in with our Risk Management team will keep you on the right track for success.

If you need a refresher on how to log in or utilize this amazing resource, please do not hesitate to reach out and we will help get your access and page set up!

COMMERCIAL CORNER

Social Engineering

No matter how dependable security systems might be, people with authorized access to those systems will always be a vulnerability. That's why criminals have begun employing a series of tactics called "social engineering" to convince people to give them access—something that costs companies billions each year, and is completely preventable.

Social engineering is the art of accessing information, physical places, systems, data, property or money by using psychological

methods, rather than technical methods or brute force. In order to do so, social engineering relies upon a set of tactics that exploit psychological weaknesses and blind spots in order to convince victims to give social engineers what they want.

That's what can be so dangerous about social engineering—criminals can use psychological blind spots to have employees willingly give unauthorized parties access, information or property. These attacks can occur in a number of different forms, including a well-crafted spear-phishing campaign, a plausible-sounding phone call from a criminal posing as a vendor, or even an on-site visit from a “fire inspector” who demands access to the company’s server room.

Here are some ways to prevent Social Engineering;

- **Encourage your employees to “Stop. Think. Connect.”** The “Stop. Think. Connect.” Campaign** is a global initiative that encourages people to be smarter about online privacy and security.
- **Make a personal connection.** The same principles that make your company vulnerable can make your employees vulnerable in their personal lives. Show employees how the same practices for security at work will make them more secure in their personal lives as well.
- **Use “social proof” to your advantage.** Social engineers will often deploy social proof in order to gain compliance. Use that to your organization’s advantage by making sure executives and managers make security a top priority as an example for the rest of the company.
- **Train.** Consider specific social engineering training that encourages questions and incorporates interactive examples that relate directly to your employees’ work activities.
- **Test.** Make sure your educational and training efforts work by conducting regular tests. Consider conducting an in-house phishing audit to find out just how many employees have taken their security training to heart.

Remain Vigilant

Just as your company upgrades systems and installs software patches, so too should you periodically remind your employees of best practices and determine what new tactics social engineers are using to exploit people. Visit [**https://www.stopthinkconnect.org/campaigns](https://www.stopthinkconnect.org/campaigns) for more information.

Preparing for an OSHA Visit

Anyone that has gone through an OSHA visit will tell you that it is cumbersome and more than likely overall an unpleasant experience. Here are some tips to prepare and handle an OSHA visit.

An OSHA inspection can be triggered by any of the following: Planned inspection, Complaint, National/local emphasis program (e.g., lead, amputations), Site-specific targeting program (high incident rate sites), Follow-up on a previous inspection, Imminent danger, and/ or a Fatality.

What might happen during an OSHA Visit?

Review of recordkeeping including; OSHA 300 logs from the last five years (or records of work-related injuries and illnesses), OSHA 301 forms or incident reports, Reports of fatalities and catastrophic events, Annual summaries for the last five years, Medical surveillance (e.g., hearing tests, respiratory), and Safety Data Sheets (SDSs) (and SDS books).

Documentation review including; Written safety compliance programs (e.g., HazComm, lockout/tagout, emergency procedures), Development of the written program, Execution of the programs, and or Employee training (e.g., orientation, refresher, attendance records, subject matter).

Site inspection including; Identify physical hazards, Observe unsafe employee behavior, and or Evaluate level of noncompliance with OSHA standards.

Employee interviews including; Labor representative, Rank and file, and or Management.

What should I do if OSHA wants to inspect my worksite?

Examine the inspector’s credentials and ask for the purpose of the inspection. Has there been a complaint? OSHA can inspect a workplace if it has probable administrative cause for the inspection. Employers have the right to request an inspection warrant or negotiate for a limited scope for the inspection in exchange for their consent to an inspection without a warrant.

Provide a room with privacy for the inspector and determine how you will handle the inspection. Let the inspector in to proceed with the inspection, accompanied by appropriate personnel and inform appropriate production personnel (managers, supervisors) of the imminent inspection; advise them to quickly tour their areas and make “last minute” improvements (e.g., housekeeping, PPE).

Someone who is familiar with your written programs and your facility should accompany the inspector at all times to ensure questions can be answered appropriately. If the inspector identifies any “quick fix” items, have them taken care of immediately, or at least by the time the inspector returns again. Take “before” and “after” photographs of every improvement made. If the inspector takes photographs or video, consider doing the same concurrently. If the inspector conducts noise or air monitoring, consider doing the same concurrently. Take detailed notes during the post-inspection conference; the inspector’s comments are likely to be items that might show up in citations.

For more information regarding what to do post visit if fines are levied or if you would like more information regarding the preparation for an OSHA visit please contact our risk management department to coordinate!

PERSONAL LINES ROUND UP

Uninsured(UM) and Underinsured (UIM) Motorist Coverage, What is it?

Unfortunately, many people wrongly assume that auto and umbrella insurance policies will provide reimbursement for all aspects of an accident on the road. Instead, both of these policies cover your own liability and provide compensation to others in the event that you are responsible for an accident. However, if another driver causes an accident and doesn’t have enough insurance coverage to compensate you for your medical bill, your own auto or umbrella policies won’t be enough without UM UIM coverage.

If another driver doesn’t have enough insurance coverage, you could face extremely high costs or lengthy court battles. However, by purchasing uninsured (UM) or underinsured (UIM) motorist coverage in your personal auto policy, or by adding the coverage as an endorsement to your umbrella policy, you can be fully protected on the road.



According to the Insurance Research Council, approximately 1 in 7 drivers in the United States are completely uninsured. It’s also important to know that hit-and-run accidents—those in which a driver flees—fall into the same category as uninsured motorists, as there is no insurance policy in place to cover the driver’s liability. Without UM or UIM coverage, you’re essentially paying more for the protection of strangers than you are for yourself and your family. And, although uninsured and underinsured drivers are all too common, many people believe that they’re already covered if someone else causes an accident.

UM or UIM policies are available, as are endorsements to umbrella policies that can protect you from uninsured or underinsured drivers. Coverage is also fairly inexpensive, generally costing only 5 percent of your regular auto insurance premiums. Please contact us to review your coverage and provide an option!

Home Based Business, What’s my Coverage on my Homeowners Policy?

While most homeowners insurance policies do cover a limited amount of business equipment—computers, copiers and printers, to name a few—it’s likely that what you own is worth more than your policy’s limits. Also, your homeowners liability insurance probably won’t cover any injuries that may occur to the employees or clients that you have on your premises. What’s a home-based businessperson to do?

Based on your business needs, you have three basic coverage options to choose from, depending on your level of risk:

Homeowners Policy Endorsement. This provides the least amount of coverage and, therefore, is not ideal for most home-based businesses (depending on the level of risk). While it may provide enough coverage for a freelance writer with one computer and no business foot traffic, it’s not enough for someone who employs others, has clients visiting his or her home or has valuable business equipment and/or inventory.

In-home Business Policy. More comprehensive than a homeowners policy endorsement, in-home business coverage is a stand-alone policy that provides higher amounts of coverage for business equipment and liability.

Business Owners Policy, or BOP. A BOP bundles property and liability insurance into one policy. Created specifically for the small- to mid-size business, a BOP covers your business

property and equipment, loss of income, extra expense and liability. It is the most comprehensive property and liability option. It does not include workers' compensation, health or disability insurance, which are available as separate policies.

Properly insuring your home-based business is crucial to protecting both your business and your home. If you have questions regarding the coverage for your home based business, please let us know and we can help navigate through the specific options.

LIFE AND HEALTH UPDATE

Don't forget about Long Term Care!

Let's face it, we are all getting older by the day! Most of us that fall in the baby boomer generation are looking at aging out of the workforce and need to evaluate options for our retirement money as well as how to set ourselves up for long term financial stability. One thing to consider is Long Term Care! We can help you get coverage either through a rider placed on a new life insurance policy that would accelerate the death benefit if care is needed or a stand-alone long term care policy. Many do not know that you can also use dollars from a health savings account to pay the premiums for a long-term care policy tax free!

Reasons for Buying Long Term Care – Even if you never use it!

1. Have the comfort of knowing that you and your spouse will never be a financial burden on your family or friends
2. Never have to worry about impoverishing your spouse should you require care
3. Have the security of knowing your assets are protected with your LTC and adhering to state partnership laws you're free to enjoy your retirement years
4. Have the peace of mind knowing that you will never put your children in a position to have to accept you into their home
5. Knowing you will maintain the right to choose how your care will look
6. You can be confident that you will not ruin your spouse's mental or physical health by making them your primary caregiver
7. Ability to be cared for at home instead of in a facility surrounded by people you do not know
8. Rest assured that all your current hard work, planning, investing, and savings will not be obliterated due to needing care

WHAT'S NEW IN 2016

Fervent Wealth Group a division of KIS Life and Health department. Due to this new venture, we have added 4 new staff members to that department, focusing on life and annuities with exclusive relationships in Fixed indexed annuities with Delaware Life and a general agency relationship with Midland National Life. Meet the team;

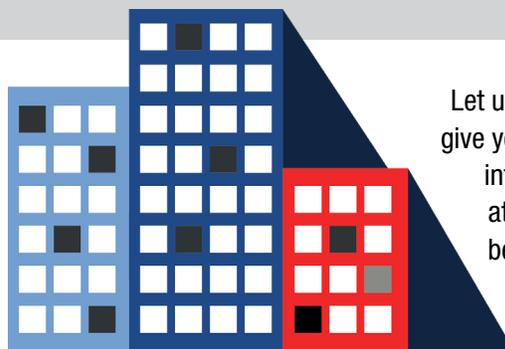
SCOTT PRICKETT: Scott has been in the financial business since 2003. Scott has a vast understanding of consumer finance, life insurance, and income protection plans. He is passionate about tax free retirement and helping people pursue a better future!

CORY PULIDO: Cory is a graduate of Grand View University class of '16 where he studied Business, Finance and Management. He has chosen to begin his career with Fervent after deciding to permanently relocate from his home state of California.

DEBBIE PRICKETT: Debbie has been in financial services for over 40 years having begun her career with Equitable of Iowa in 1975 and retiring from Voya in 2013. Debbie earned the designation of Fellow of Life Office Management Institution and was the Director of Distributor Services for Voya.

SCOTT NEVITT: Scott is an experienced person in the financial sales community since 1999 with a substantial background in client service, asset management, alternative assets, financial planning, life insurance, and income protection.

FERVENT | **WEALTH**
G R O U P



Let us know if we can give you any additional information or look at some options to better protect your financial future!