

Employee Rights Notice Posting

As of January 31, 2012, most private sector employers are required to post a notice advising employees of their rights under the National Labor Relations Act. The notice should be posted in a conspicuous place, where other notifications of workplace rights and employer rules and policies are posted. Employers also should publish a link to the notice on an internal or external website if other personnel policies or workplace notices are posted there.

For further information about the posting, including a detailed discussion of which employers are covered by the NLRA, and what to do if a substantial share of the workplace speaks a language other than English, please go to their web site: www.nlrb.gov.

You may also download and print the notice on the web site www.nlrb.gov. Or you may complete a form on their web site, or call (202) 273-0064 and copies will be mailed free of charge.

Source: <http://www.nlrb.gov>

If you would like to receive this newsletter in an email format please email Michael Pulsfort at MichaelP@HMSolutions.com

IN THIS ISSUE:

- | | | | | | | | |
|---|---------------------|---|----------------|---|--------------------------------|---|------------------------|
| 1 | Warm Holiday Wishes | 2 | Holiday Trivia | 3 | Holiday Trivia-
(continued) | 4 | Employer Rights Notice |
|---|---------------------|---|----------------|---|--------------------------------|---|------------------------|

Warm Holiday Wishes from us to you

Dear Friends:

As the 2011 year comes to a close, it gives us the chance to reflect on the successes, failures, learn from shortcomings and overall show appreciation to all of those who have helped us along the way.

At HMS, we've been working with the BWC and our partners to implement changes that will integrate the BWC with other healthcare resources. You can be assured that these changes will not affect the way we interact with you. Our staff is here to make sure that workers' compensation doesn't slow you down. Remember to let us know if there is anything we can do to tailor our services to your needs.

Thank you for choosing HMS as your Managed Care Organization and please allow us to extend our most sincere holiday wishes to you and yours. Have a safe and wonderful holiday season, may 2012 be your best year yet!

Sincerely,



Tod L. Phillips
Executive Director



Anne Grossman Csaszar
Administrative Director



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Come Christmastime, and Christmas holiday trivia games and quizzes will be going on everywhere – in schools, catechism classes and even in homes where there are kid parties. Why just kids, Christmas holiday trivia quizzes are right in spirit even for the adults! You can have great fun organizing a Christmas holiday trivia quiz this year. You will need loads of questions related with Christmas to keep the fun going on. Here is a list of forty Christmas holiday questions for you to use at your office holiday parties:

1. Where is the world's largest Christmas tree?
2. Who was the star of the Christmas movie Jingle All The Way?
3. What is the first name of Scrooge?
4. How many reindeer drive Santa's sleigh (counting Rudolph)?
5. Who once stole Christmas?
6. Who was the author of A Christmas Carol?
7. Who was the star of the movie titled White Christmas?
8. Which Christmas carol did Jimmy Boyd make famous when he was just 12 years old?
9. Which country was the first to use the tradition of Christmas trees?
10. What did the American Ralph E. Morris invent?
11. The Christmas Island in the Pacific Ocean is fairly popular. Where's the other Christmas Island?
12. Which was the last US state to declare an official holiday for Christmas?
13. Which was the first country to issue a Christmas postage stamp?
14. When is Santa Claus's, i.e. St. Nicholas's, birthday?
15. Which animal did the Wise Men use to bring the gifts for Baby Jesus?
16. Why country has a tradition of a witch dropping gifts for children through the chimney at Christmas?
17. Which of the following is not the name of one of Santa's reindeer – Dasher, Donner, Doppler and Dancer?
18. What is Santa Claus called in France?
19. Which country is the largest exporter of Christmas trees?
20. Which American President banned Christmas trees in The White House?
21. How many days do we have between Christmas and the Epiphany?
22. We all know about the tradition of hanging stockings for gifts. Which country uses shoes instead of socks for the same purpose?
23. Where did the Nativity take place?
24. Which of these was not a gift given by the Wise Men to the Baby Jesus – gold, silver, myrrh and frankincense?
25. Which company made the concept of Santa Claus popular in America?
26. Which popular Christmas song was penned by James Pierpoint?
27. How many ghosts are there in A Christmas Carol?
28. Which is the only Santa's reindeer that is named after another animal?
29. How many Christmas cards, on an average, are sent in the US each year?
30. Is there a Mrs. Santa Claus?
31. When is Boxing Day?
32. What was the name of the Tom Hanks featuring, animated Christmas movie?
33. What did W. C. T. Dobson invent?
34. Which saint's day is The Boxing Day?
35. Who helps Santa Claus in making his gifts?
36. According to the Holy Bible, Jesus Christ was born in a?
37. Which Christmas song holds the credit as the most-selling Christmas single of all time?
38. Which nation traditionally uses straw decorations for Christmas?
39. What are the popular Christmas colors after red and green?
40. Which popular Christmas food was an American discovery?

And here are the answers:

- | | | |
|--|------------------------|---|
| 1. King's Canyon National Park, California | 14. December 5th | 28. Vixen |
| 2. Arnold Schwarzenegger | 15. A camel | 29. Three billion |
| 3. Ebenezer | 16. Italy | 30. Yes |
| 4. Nine | 17. Doppler | 31. December 26 – the day after Christmas |
| 5. The Grinch | 18. Père Noël | 32. The Polar Express |
| 6. Charles Dickens | 19. Canada | 33. The Christmas card |
| 7. Bing Crosby | 20. Theodore Roosevelt | 34. St. Stephen |
| 8. I Saw Momma Kissing Santa Claus | 21. Twelve | 35. Elves |
| 9. Germany | 22. The Netherlands | 36. Manger |
| 10. Christmas lights | 23. Bethlehem | 37. White Christmas |
| 11. Indian Ocean | 24. Silver | 38. Sweden |
| 12. Oklahoma | 25. Coca-Cola | 39. Silver and gold |
| 13. Austria | 26. Jingle Bells | 40. Eggnog |
| | 27. Four | |

By Neil Valentine D'Silva

Costly Christmas Carol: "Twelve Days of Christmas"

It's too bad Black Friday and Cyber Monday deals can't be applied to the Christmas carol "The Twelve Days of Christmas," because the total cost of every item mentioned is over \$100,000.

According to the annual Christmas Price Index compiled by the PNC Wealth Management, the 364 items repeated throughout the popular Christmas carol would cost buyers \$101,119, a 4.4 percent increase from last year.

But for those on a budget buying just one set of each item, the cost is just \$24,263, a 3.5 percent increase from last year.

Some gift prices are holding steady, such as: French hens, maids-a-milking, ladies dancing, lords-a-leaping, and gold rings. However the cost of pipers piping and drummers drumming has increased.

The partridge is cheapest item in the song, costing only \$15 while the swans-a-swimming are the most expensive.

Unfortunately internet shoppers are at a disadvantage. The individual items that cost a total of \$24,000 in stores will go up to \$39,860 online. Jim Dunigan, managing executive of investment for PNC Wealth Management, says the high cost of shipping live birds explains the drastic price difference.

PNC Financial Group Inc. looks at items in jewelry stores, pet stores, dance companies and other sources to compile the list. This year, two of its sources include the National Aviary in Pittsburgh and the Philadelphia-based Pennsylvania Ballet Company.

By Courtney Mimidis
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<http://www.msnbc.msn.com/id/45465099>