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inGOODcompany

The Official Magazine of LCIA.



THE MEMBER SERVICES ARM OF LCI WORKERS' COMP

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Association News:

:: INCREASE IN INDUSTRY-SPECIFIC WORKSHOPS

LCI Workers' Comp insures all different types of businesses, and as the Member Services Arm for LCI Workers' Comp, LCIA is tasked with creating valuable programs for all LCI Policyholders. In 2014, LCIA began organizing more industry-specific workshops including continuing education courses for Residential Contractors and responsible vendor classes for the food service industry. In conjunction with our partner at StayLocal, LCIA also co-hosted a series of workshops for retailers. In 2015, LCIA will continue to expand our offerings and create programs for all of our current industry categories.

:: NEW CALENDAR

LCIA has a new events calendar at lciassociation.com/events. The new calendar displays business and industry events that are happening around Louisiana, and in order for you to peruse workshops that are relevant to your line of work, the calendar is organized by industry category. Use the legend at the bottom of the calendar to distinguish the categories. Furthermore, users can filter events specific to their region. Be sure to visit the calendar for workshops and other notable business and industry events near you.

:: SUCCESSFUL FAMILY DAY IN SHREVEPORT



In November, LCIA hosted our first Family Day in North Louisiana. Along with dozens of LCI policyholders and partnering agents, we took over Sci-Port: Louisiana's Science Center in Shreveport for an afternoon of family fun. Thanks to all who attended!

:: SUGGESTIONS

If you have any suggestions for workshops, please email Christina Buras at christina@lciassociation.com and tell us your idea. We, at LCIA, are always looking for new and creative programs.

LCIA Events:

JANUARY

**LUNCH & LEARN:
ORGANIZE YOUR BUSINESS IN 2015!**

WHEN: JANUARY 16
11:30 AM - 1:00 PM

WHERE: PEARL WINE CO.
NEW ORLEANS

**ASK THE EXPERT WEBINAR:
FINDING CAPITAL FOR YOUR BUSINESS
BEYOND THE BANK**

WHEN: JANUARY 21
10:30 AM - 11:00 AM

WHERE: GOTOWEBINAR.COM

**RESPONSIBLE VENDOR:
LOUISIANA ALCOHOL SERVER
PERMIT TRAINING**

WHEN: JANUARY 27
1:00 PM - 5:00 PM
WHERE: THE HEALING CENTER
NEW ORLEANS

FEBRUARY

**ASK THE EXPERT WEBINAR:
TAX TIPS FOR 2015: WHAT YOU NEED TO
KNOW TO FILE CORRECTLY**

WHEN: FEBRUARY 4
10:30 AM - 11:00 AM

WHERE: GOTOWEBINAR.COM

**EXAMINING THE NUMBERS: AN IN-DEPTH
HOW-TO FOR CREATING A COMPANY BUDGET**

WHEN: FEBRUARY 11
8:00 AM - 4:00 PM

WHERE: LANTEC
LAFAYETTE

**ECONOMIC & FINANCIAL UPDATE:
WHERE WE ARE & WHERE WE'RE HEADED**

WHEN: FEBRUARY 25
11:30 AM - 1:00 PM
WHERE: MIKE ANDERSON'S SEAFOOD
BATON ROUGE

MARCH

**EVERY HAT ENTREPRENEUR:
DATA MANAGEMENT**

WHEN: MARCH 26
8:00 AM - 1:30 PM

WHERE: IRISH HOUSE
NEW ORLEANS

For more information and to register for these events, go to lciassociation.eventbrite.com or email Christina Buras at christina@lciassociation.com.

On the Issues:

Hiring

Throughout the years, we, at LCIA, have had the pleasure of getting to know many of the businesses with an LCI policy. Through these interactions, we hear that many of you find it difficult to find, hire, and retain qualified employees. This section seeks to address that challenge. First, we learn about Louisiana Job Connection, a new website designed specifically to match qualified workers with your company. Next, we hear from the Louisiana Workforce Commission about the hiring services they offer all Louisiana businesses. Finally, we hear from four fellow policyholders, each with a staffing agency, as they offer their hiring expertise.

Louisiana Job Connection Jumpstarts Corporate Recruiting, Launches New Features & Faster Matching in 2015



A project of Louisiana Department of Economic Development (LED), Louisiana Job Connection is a job posting and recruiting website where Louisiana businesses are matched with qualified prospective employees. Louisiana businesses can log on to the website, create a free account, post jobs, and immediately begin finding qualified candidates

More than 22,000 job seekers have registered since the site's August launch, and hundreds of companies have posted jobs—with healthcare, manufacturing, construction and IT leading the list. Already, employers report finding talent through the site and consider it an invaluable recruiting resource. As more new jobs are posted and job seekers continue to register at rates in the hundreds per day, the power of the system grows.

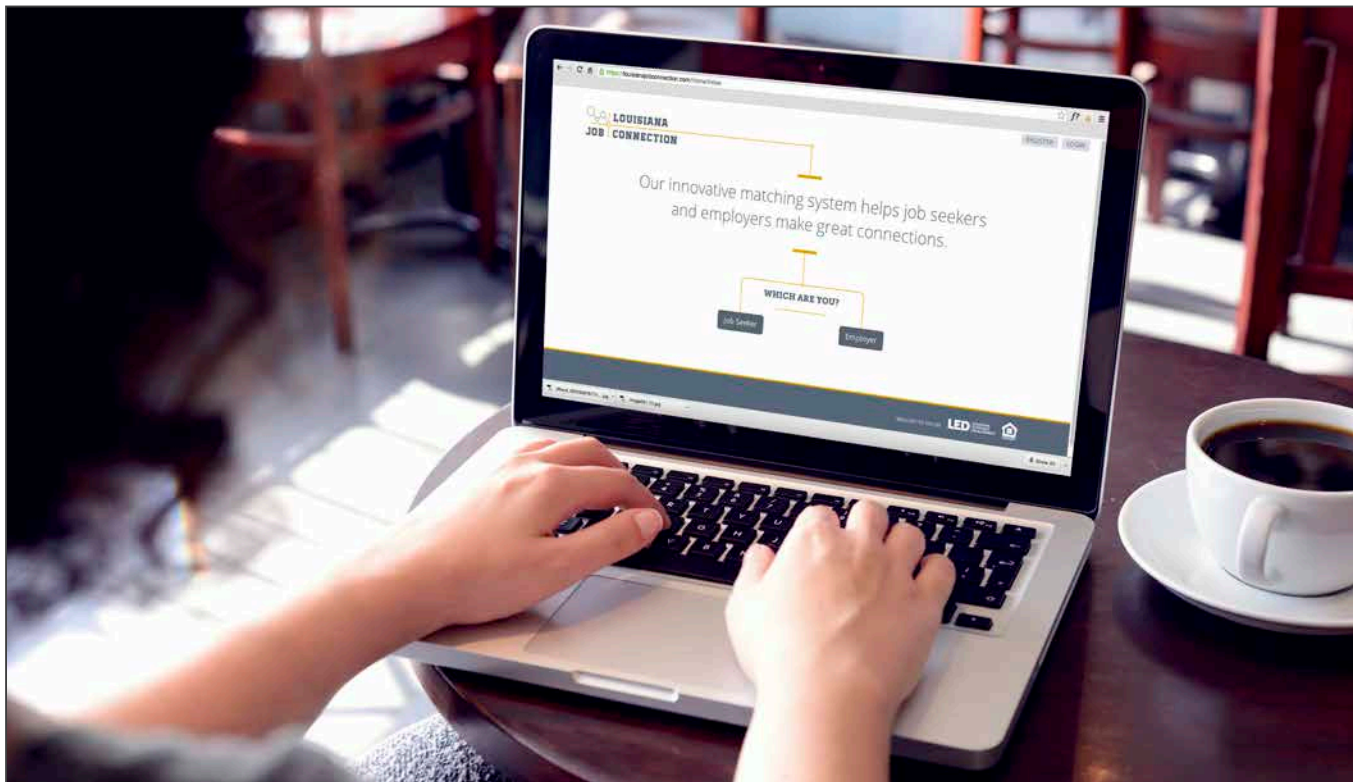
WHY LOUISIANA JOB CONNECTION?

Louisiana Job Connection can jumpstart a company's candidate search because it "prequalifies" job seekers with the skills, experience, and salary expectations Louisiana recruiters are looking for. Moreover, everyone who registers with Louisiana Job Connection is looking to work in the state, including thousands who say they will relocate within Louisiana for the right position.

More than just a job board, Louisiana Job Connection features a matching algorithm that identifies and sorts qualified applicants to specific jobs within the system. It acts as a database of passive and active job seekers and a messaging platform to reach these users quickly and directly. And unlike many online employment services, the site is completely free for both employers and job seekers.

Jumpstarting the hiring process with Louisiana Job Connection saves companies time and money and introduces recruiters to candidates they might not meet on other sites.

Want more exposure for your open position? Louisiana Job Connection is backed by a widespread marketing effort that promotes the system to job seekers and employers alike. The extensive campaign includes traditional media outreach, online advertising, keyword search capacity and social media marketing. More than 80,000 people follow the site's efforts on social media, giving Louisiana Job Connection a wide reach across people looking for work in our state.



BRINGING QUALIFIED CANDIDATES HOME

In addition to marketing the site, the state Department of Economic Development has launched the Come Home, Louisiana campaign, which targets Louisiana natives who live out of state and those with an affinity for our state. This campaign reminds those who moved away from Louisiana of the vibrant communities they left and the employment opportunities that might not have existed when they moved away. The site also directs visitors to portals that highlight information about each region of the state for those who are unfamiliar with life in Louisiana today.

This campaign expands your hiring pool to include qualified applicants living out of state. Visit www.ComeHomeLouisiana.com for more information.

WHAT'S NEXT FOR LOUISIANA JOB CONNECTION

Looking to Q1 2015, the Louisiana Job Connection team is excited to roll out numerous site enhancements to improve the user experience for both employers and job

seekers. We have gathered valuable feedback from hundreds of early adopters and used it to design changes that will make the site even simpler, faster and more powerful.

Marketing efforts for Louisiana Job Connection and Come Home, Louisiana will continue in 2015, with the goal of promoting great jobs and attracting potential candidates across all industries, with a focus on high-growth

sectors like web development, construction, health care, manufacturing and engineering.

To register for Louisiana Job Connection, visit www.LouisianaJobConnection.com. Employers in need of technical assistance with a new or current account can contact the Louisiana Job Connection hotline at 1-877-817-1129 or contact director Matt Mullenix at matt@louisianajobconnection.com.

Our Job Seekers

- :: **HOME GROWN:** Approximately 92% of job seekers identifying current location live in Louisiana. New Orleans is a hotspot, home to nearly 25% of applicants and a desired location for thousands more.
- :: **WELL EDUCATED:** Today's jobsites are increasingly sophisticated learning environments. Most require completing high school or college, and more than 60% of our job seekers meet this standard; hundreds more hold advanced degrees.
- :: **EXPERIENCED:** Nine of ten posted jobs require less than five years of experience. Sixty percent of our job seekers have more than five years' field experience, and they outnumber open positions by at least two to one for every required experience level.

10 services from the Louisiana Workforce Commission to help meet your employment needs.



The Louisiana Workforce Commission (LWC) is a government agency that offers many services to Louisiana's business owners, ranging from worker training and education to the release of labor statistics and licensing information. The LWC also offers hiring assistance to Louisiana businesses that can help you find qualified employees for your industry.

By utilizing the Louisiana Workforce Commission's online tools and job placement services, you can get quick staff replacement, reduce training periods and turnover, and lower your state unemployment insurance tax rates. The following are 10 ways in which the LWC can assist you with hiring. Best of all, as a Louisiana business and taxpayer, you have already paid for our services, so they are available at no additional cost to you.

:: Labor Market Information

Research the current future workforce data in your area by industry, occupation and education. We publish:

- Employment, wages, and earnings data
- Industry-specific staffing needs
- Fastest-growing occupations
- Available labor force
- Projections by occupation and industry
- Demographics (income, population and commuting patterns)

:: Our Trained Staff and Online Tools

Save time and money by working with LWC staff to find the skilled applicants you need to fill your company's job vacancies.

Check out Helping Individuals Reach Employment (HiRE) to post a job, search resumes, and learn about job fair participation.

:: Vocational Rehabilitation

This program connects employers with

a diverse pool of qualified and trained individuals with disabilities to fill your job vacancies. Benefits of using Louisiana Rehabilitation Service's flagship Vocational Rehabilitation program include wage reimbursement, prescreened applicants, and placement services.

:: Veterans Services

There are many benefits of hiring United States military veterans. Veterans possess leadership qualities and are team players with built-in drive and a goal-oriented approach that can help your business. LWC can connect you with skilled veterans.

:: Minor Labor Programs

The Minor (Child) Labor Programs Unit at the LWC can help you save money and resources by proactively advising your company on how to safely and efficiently incorporate minors into your existing workplace environment.

:: Foreign Labor

The LWC Foreign Labor Certification Unit can help you secure foreign labor employees for difficult-to-fill job openings while still ensuring that U.S. citizens have an opportunity to compete for the positions.

:: Emergency Services

Issued during times of natural disaster, National Emergency Grants provide one-time funding to assist in economic

recovery. Funds may be used for worker training and small business capitalization.

:: Hiring and Recruiting Events

We can arrange, set up, advertise and take the lead on a hiring or recruiting event—such as a job fair—to get the job candidates you need to fill your company's job openings

:: More Online Services

Louisiana Star Jobs (laworks.net/stars) is a mobile-friendly tool that not only helps users find jobs or explore careers, it ranks occupations to draw workers to the highest-demand jobs. And our newest tool, My life. My way (laworks.net/mylife) helps youths estimate their future cost of living and connects them with careers to afford it.

:: Customized Solutions

Your company can receive one-on-one services from an experienced LWC business services professional to meet your workforce needs. There is an LWC Business and Career Solutions Center in every parish. Whether you are looking to fill one job opening or 100, we have the resources to grow your business.

To learn more about hiring services from the Louisiana Workforce Commission, visit www.laworks.net. There you can also learn more about the other services that LWC offers Louisiana businesses like yours.

Members' Voices

Hiring Advice from Staffing Agencies

Owning and operating your own business gives you a lot in common with the 4,000+ other Louisiana-based businesses with an LCI policy. Given these shared experiences, we believe that you can learn a lot from your fellow entrepreneurs. In this Members' Voices section, we ask you questions related to the topic of the issue.

In this issue, we look to our staffing agency policyholders for their hiring expertise. These folks spend their days meeting, screening, interviewing, and hiring employees on behalf of their clients. We hope you find their insight as valuable as we do.

Q. WHAT IS THE MOST IMPORTANT QUALITY YOU LOOK FOR?



SADIE MARSHALL

COMPANY: **Protemp Staffing Solutions, Inc.**

CITY: **Pineville**

INDUSTRY STAFFING: **Manufacturing & Fabrication, Industrial Work, Construction, Skilled & Unskilled Labor, Clerical Work**

A. *The interview process starts the moment an individual walks through our door. How a person presents themselves, how they speak to our receptionist, how prepared they are, all of this adds up to help us get a better idea of how they will enter a job site. The primary reason we do not have our application posted online is so that we have the opportunity to meet everyone interested in being placed through our company.*

Q. DO YOU HAVE A FAVORITE INTERVIEW QUESTION TO ASK?



LORI DEMOLLE

COMPANY: **Coastal Staffing Services, LLC**

CITY: **Sulphur**

INDUSTRY STAFFING: **Various**

A. *If you were on a job assignment and your supervisor asked you to complete a task that you felt was unsafe, what would you do?*

WAYNE ADAMS



COMPANY: **HR Outsourcing**

CITY: **Lake Charles**

INDUSTRY STAFFING: **Manufacturing & Residential/Commercial Contractors**

A. *"What are you looking to accomplish? What are your goals?" We want to see what the person is looking for in addition to a paycheck.*

Q. HOW DO YOU EVALUATE A POTENTIAL HIRE?



DEBBIE IPOCK

COMPANY: **Innovative Personnel Services, Inc.**

CITY: **New Orleans**

INDUSTRY STAFFING: **Warehouse Labor**

A. *We look at each potential worker's track record. We consider evaluations from previous employers as well as personal references. We want to see that they have been a reliable and good worker in the past before hiring them.*

HOW TO FIND EMPLOYEES

- :: Word of mouth
- :: Online ads
- :: Job board
- :: Referrals
- :: Walk-in applicants
- :: State resources
- :: Job fairs

The above were common recommendations from our staffing agency respondents.

Discover the Resources for Your Business in



LCIA is a unique branch of LCI that seeks to promote, educate, and support all businesses with an LCI Workers' Comp policy. LCIA's mission is to connect you to resources, to start conversations, and to arm you with the tools to succeed in today's business climate.

To accomplish this, our programs are designed to introduce you to industry decision makers, create networking opportunities for you, and help inspire business maturation through our educational workshops and webinars.

In 2015, we look forward to offering programs that will help you with *your* business.



For more information about LCIA, please visit lciassociation.com. You may also contact Christina Buras, LCIA's Associate Director, at christina@lciassociation.com or at 985.612.6733.

Member Spotlight

LCIA would not exist if not for our members. You, the 4,000+ businesses insured by LCI Workers' Comp, are LCIA. You represent countless industries throughout Louisiana. We use this Member Spotlight section of our magazine to showcase our members' unique businesses. By sharing the contributions our members make to their industries and communities, we are showing you that with LCIA, you're In Good Company.

Antoine's Bakery



Octagon Enterprise





THE KING CAKE

About Antoine's Bakery

Located on New Orleans' West Bank in Gretna, Antoine's Bakery serves cakes, king cakes, and specialty pastries. Started by Owner Greg Antoine in 1991, Antoine's creates custom treats for any occasion. In addition to offering its staple king cake year-round, Antoine's creates wedding and grooms' cakes, as well as birthday cakes. They also make a variety of other sweets including donuts, pies, cookies, and pastries.

A Baker's Life

At age fourteen, Greg Antoine took a part-time job in the donut shop where his father worked. He enjoyed the work and began working full-time in a bakery after graduating high school. Greg spent years working in bakeries and grocery store bakeries, absorbing all he could about the craft. He learned how to create a variety of cakes and pastries—including the king cake—and he learned the art of cake decorating. Without any formal training, Greg is a self-taught baker. He learned by watching, by doing, and by asking questions. When his shift was over, Greg would continue to practice baking and decorating on his own time to learn and evolve as a baker. With the encouragement of a close friend, Greg set out on his own and opened Antoine's Bakery in the same location where it stands today.

A Winning King Cake

Antoine's early success was the result of winning a contest Greg didn't even know he

had entered. Shortly after opening Antoine's doors, a friend purchased a king cake and entered it into a contest. With a steep increase in customers in a short amount of time, Greg pondered his increased popularity. It wasn't until a customer told him where they had heard of his bakery that Greg learned about his victory. To this day, Greg attributes winning the contest to the bakery's success. Winning the competition created a loyal customer base upon which he was able to build his future success.

King Cakes and Queen Cakes

Greg Antoine did not invent the king cake, but he did put his own personal spin on it. As a child, Greg's father would bring home king cakes with granulated sugar on them. Greg did not like this type of king cake, so when he opened his own bakery, he decided to make it the way he likes. Instead, Antoine's ices its king cakes then drizzles different colored icings over the white. Since Antoine's makes king cakes throughout the year, the colored icings change: pastels in the spring,



black and gold for football season, red and green at Christmas, and, of course, the Mardi Gras colors of purple, green, and gold during the first two months of the year. During Carnival, the king cake season, Antoine's makes approximately 3,500 king cakes per day, a substantial increase over the 50 per day they made in the early 1990s. Antoine's king cakes can be found at Antoine's bakery and in Walgreens stores throughout the New Orleans area.

Antoine's also makes the queen cake, a king cake filled with several fillings. As opposed to a king cake filled with one flavor, each slice of the queen cake is a different flavor. Great for a big group, each person can choose whether they want strawberry, cream cheese, apple, pineapple, or lemon. Antoine's invented the queen cake and remains the only one to serve this creation.

Regarding future plans, Greg wants to keep making the best king cakes and desserts he possibly can. For the lifelong baker, sharing his king cake with the world remains Greg's main priority.

Antoine's Bakery is located at 1300 Stumpf Blvd in Gretna. To learn more about Antoine's Bakery, visit antoinescakes.com. All of Antoine's offerings can be pre-ordered on the phone and via the website. Antoine's also ships its king cakes anywhere in the United States. Call 504-368-6222 for more information.



MEET GREGORY ANTOINE

Owner of Antoine's Bakery

"I like to do things the old fashioned way, but with my own personal twist. I have made it my goal to serve a unique, high quality product. I think my customers appreciate that."



IN IT FOR THE

LONG

HAUL



Meet John and Kathy Watt

Owners of Octagon Enterprise, Inc.



“Cars, RVs, and trucks...they’re all mechanical. I have always enjoyed working on anything with a motor. When I first started Octagon, I would perform up to 85% of the mechanical work myself. That number is lower now, but doing the work myself allowed me to save money and have success early on.”

About Octagon

Based in Lafayette, Octagon Enterprise, Inc. is a trucking company that specializes in transporting oilfield equipment. Octagon was founded by husband-and-wife team John and Kathy Watt in 2008. With a fleet of 11 trucks and twice as many trailers, Octagon hauls pipes and tanks, as well as other rig and drill equipment, to oilfields. Octagon transports new equipment from the manufacturer to oilfields; brings broken equipment from the oilfield to a repair shop; hauls rental equipment to and from customers; and delivers replacement parts as needed. One of Octagon’s main delivery destinations is Port Fourchon, but Octagon drivers have transported equipment across the state and even the country. If a client needs something transported, Octagon finds a way to get it there, never shying away from oversized loads. Octagon has hauled loads of up to 100,000 pounds using an 80-foot trailer. John is a self-proclaimed maintenance and safety stickler, constantly monitoring his trucks to ensure they stay on the road and his drivers stay safe.

History of Octagon

After spending much of his career in the RV industry, John Watt was working as a salesman at a car dealership when a customer shared his experience and

successes in the trucking industry, specifically the hauling of oilfield equipment. As John further investigated this industry, he decided he could make a go of it, purchasing a single truck with a 24-foot trailer. With big plans for the future, John obtained all of the licensing necessary for hauling oilfield equipment: his CDL license, double and triple endorsements (meaning he can pull more than one trailer at a time), and a hazardous materials endorsement. Since purchasing the first truck, Octagon has grown organically, taking one job at a time and adding one truck and one driver at a time.

Most of Octagon’s jobs are initiated through third-party brokers. These brokers solicit business from the oil giants and call on local businesses like Octagon to fill the needs. John is careful in the jobs he accepts, always ensuring that it is right for his business and his employees. As a local business, Octagon has been successful in forging relationships with smaller, local oilfield companies and securing business themselves.

What’s in a Name?

John and Kathy Watt settled on the name Octagon Enterprise for a few reasons. Firstly, they both liked the sound of it. Second, as savvy entrepreneurs, they wanted a name

that would not pigeonhole them within a particular business or even industry. Like different points of an octagon, they wanted the option to go in different directions and to explore multiple ventures under the one name and without starting over the process of incorporating a business.

A History on Wheels

John and Kathy Watt have a long history in various aspects of the transportation industry. Kathy’s family owned car dealerships. In fact, John and Kathy first met when Kathy hired John to work at the family car dealership. John’s love of cars is a lifelong one. While he was in college, John worked in a Firestone garage, learning auto mechanics. He also spent more than twenty-five years working in the RV industry, including owning an RV dealership in the late 1990s. John’s decades of experience owning, driving, and working on cars and RVs has allowed him to forge his success in the trucking industry.

Contact Octagon

To learn more about Octagon, or to discuss oilfield transportation, call 281-703-1066.

THE LCI/LCIA MEMBER PORTAL: YOUR ONLINE BILL PAY TOOL



WE WANT TO MAKE PAYING YOUR BILL AS EASY AS POSSIBLE. IN ADDITION TO MAILING YOUR PAYMENT, PAYING OVER THE PHONE, OR VISITING OUR OFFICE, YOU CAN NOW PAY ONLINE. * IT'S EASY, FAST, AND SECURE.

VISIT MEMBERS.LCIWC.COM TO GET STARTED.



UPDATES FROM LCI's PARTNER

staylocal™

A PROJECT OF THE URBAN CONSERVANCY



StayLocal! & Urban Conservancy present

INVEST LOCAL A SYMPOSIUM FEATURING



Jenny Kassan



Michael Shuman



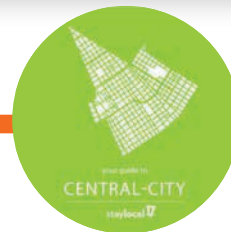
Jacob Landry

In November, we hosted a Local Investing Symposium. We wanted to start the conversation about investing locally because while local small businesses account for half of our country's economy, they receive a trivial fraction of commercial credit from banks and almost none of the \$30 trillion Americans have in long-term savings, and in investments such as stocks and bonds.

Our symposium discussed how we cannot only open up opportunities for individuals to invest in local businesses, but also allow local businesses to raise funds from their local community. Head to staylocal.org for a recap and copies of the presentations.



Keep your eye out for our newest member sticker, so that you know the businesses you shop at are certified local and independent.



Work is underway to put out a Guide to the locally-owned businesses in Central City, New Orleans. If that's you, let us know at mark@staylocal.org.

LCI Workers' Comp Corner

LCI Company News

NEW HIRE



Jessica Wagner

Jessica Wagner recently joined LCI as the new Customer Service Representative. In addition to taking and directing calls, Jessica works with LCI's Finance Department to take payments and assist with billing. She is also a student at UNO, finishing her Bachelor's Degree in Accounting.

NEW HIRE



Andrea Fisher

Andrea Fisher is the newest addition to LCI's Claims Department. As a Claims Service Representative, Andrea assists with inputting and processing claims. With a certificate as a Medical Office Specialist and years of experience in doctors and dentists offices, Andrea lends her medical billing expertise to the Claims Department.

LCI WRITES MORE BUSINESS THAN EVER BEFORE



In 2014, LCI wrote 4,000+ policies, the most we have ever written. Said LCI Administrator Mark Tullis about the accomplishment, "we got off to a good start and were able to sustain the momentum throughout the year, including a strong finish. We increased our agent base significantly during the year, and we did particularly well in North Louisiana. We are very excited about 2015."

End of Year Events



Holiday Cheer

In December, LCI celebrated the season at our annual Holiday Party in New Orleans. Our staff, as well as our guests, enjoyed an evening of good company and good conversation as we celebrated another successful year.



Successful Agent Fall Fest

In October, LCI's Underwriting Department hosted an agent appreciation event at our office in Mandeville. The many representatives from a variety of agencies came out for an evening of fun, complete with fare from a food truck. Thank you to everyone for making it a success!



LCI Employee Spotlight: Amanda O'Shaughnessy

Position: Loss Control Coordinator

Hometown: Mandeville, LA

Q. Where did you grow up? What was the best thing about growing up there?

A. I spent most of my childhood in Florida, which is where the majority of my family still resides. I moved to Slidell, LA when I was in the 5th grade. We spent every summer and holiday break in Plant City, Florida (just outside of Tampa), so we were able to frequent Disney World, Busch Gardens, Adventure Island, and many beautiful beaches.

Q. What is your experience in Loss Control? What is the best part about working in Loss Control at LCI?

A. Loss control is very closely related to the field in which I earned my degree, in 2008, Management with a Human Resource Management Concentration. The principles I learned while earning this degree, along with the work experience I acquired while employed by an oil field engineering company, produced the appetite for a career in Loss Control in 2013.

I enjoy working in Loss Control at LCI because I have the opportunity to help

each of our members to protect their businesses and their employees. It is rewarding to help employees return home safely to their families and help protect Louisiana businesses from losses. The best part of my job is when I am able to explain to a policyholder that their workers' comp provider genuinely cares and wants their business to succeed. [See the next page for more information about working with Loss Control at LCI.]

Q. Tell us about your family.

A. I am the middle child of my mother's three daughters. My mother is a successful real estate broker in Slidell, LA, where she lives with my step-father. My father, originally from Cuba, is a retired Sheriff's Deputy for the Hillsborough County Sheriff's Department. I am newly engaged to the amazing Clay, a Physical Therapy Assistant from Kenner, LA. I am the proud mother of two children, my son Pryce (age 3) and daughter Paisley (age 5).

Q. What does your ideal Saturday look like?

A. My Saturdays begin early making

breakfast for my children. My favorite thing to do on a Saturday is to visit the Mandeville Trailhead Farmer's Market. It is a great way to enjoy the local food and music while supporting the community. In the warmer months, my children play in the splash pad and enjoy a snowball afterwards. Oftentimes my fiancé and I stroll down the Mandeville lakefront while my children ride their bikes and play at the park. We like to finish the day enjoying a glass of wine at home on the patio overlooking the pond, while my kids play in the grass.

Q. What is your greatest accomplishment?

A. My greatest accomplishment in life is in staying true to the person God called me to be and living my life in such a way that I would have no regrets. I have two extremely talented and beautiful children who are the center of my world. I strive to set an example for them by working hard and simply by being kind to others. It seems a simple goal and easy to achieve, but it is a lifetime goal which takes continuous effort. And I ran two half marathons last year.

January 1st Audits

If your workers' comp policy expired on or around 1/1/15, be on the lookout for your audit request letter that will arrive by mail.

Upon receiving your audit request form, please follow the instructions on how to complete it and make sure to send supporting documentation, so one of our LCI auditors can verify the wages of your employees, contract laborers, and subcontractors. If you have any questions or need assistance in filling out the form, one of our LCI auditors will be happy to assist you. If your policy was selected for a physical audit, you can still expect a letter sometime after your policy expires. Call 985-612-6734 with any audit-related questions, or visit lciwc.com/forms and look under "AUDIT FORMS AND PUBLICATIONS."

Working with LCI's Loss Control Department

The goal of the Loss Control Department at LCI Workers' Comp is to educate our policyholders regarding Loss Control tools and safety practices to prevent or lessen the severity of injuries. Loss control at LCI provides much more than the inspections most associate with loss control. The following are the services offered to all LCI policyholders.



THE INSPECTION

Also known as the Loss Control Survey, this consists of a Risk Manager meeting briefly with the business owner, HR Manager or even the Office Manager to go over business operations, general workers' comp information and basic safety practices.



WORKERS' COMP ORIENTATION EXPRESS

LCI Loss Control invites our policyholders to join us for a two-hour lunch or dinner to learn how to utilize their policies at our Workers' Comp Orientation Express class (offered throughout Louisiana in both English and Spanish). The class is offered free of charge.



SAFETY TRAINING

Online safety classes are available to you and your employees through LCI's Loss Control Department. Topics range from OSHA and safe driving to lifting and ladder safety. The courses are interactive and keep a detailed record of who participated. There is no additional charge, so take advantage of this tool today.



REQUESTING A VISIT

If you want a Risk Manager to come meet with you to help identify hazards and implement programs to reduce risk of injury, give us a call. This service is available to you for free at any time during your policy period.

For more information about Loss Control's services, contact Loss Control Coordinator Amanda O'Shaugnessy at (985)612-1587 or amanda@lciwc.com. Additional Loss Control resources are available through our website www.lciwc.com/safety.

Loss Control's Hiring Tips

The simplest way to eliminate the likelihood of workplace injuries is to reduce the number of high-risk individuals from entering the workforce. To make sure your company hires the right person for the job, we recommend including the following in your hiring paperwork and practices:

- :: Realistic job description; list technical or physical requirements.
- :: Detailed Employment Application Form
- :: Thorough Background Check
- :: Motor Vehicle Record Check
- :: Drug, Alcohol or Impairment Screen
- :: Post-Hire Medical History Questionnaire
- :: Physical Examination (measure capabilities for physical requirements)

LCI's Audit Department would like to remind you that a new hire means an increase in payroll which can affect your workers' comp premium. Notify your agent when planning to hire new employees to avoid money owed on your audit. For more information, please feel free to call our Audit Department at 985-612-6734.

Louisiana COMP BLOG

Your Source for Workers' Comp News

Presented by:
LCI
WORKERS' COMP

What is Louisiana Comp Blog?

Despite the importance of workers' comp to Louisiana's economic growth and the health of our workforce, dedicated reporting of and conversations about workers' comp was scattered. Louisiana Comp Blog aims to provide a solution to that coverage problem by publishing current, compelling news pieces for workers' comp professionals in our great state. Visit compblog.com to learn more.

compblog.com



Louisiana Comp Blog offers a wide variety of in-depth content covering the workers' comp industry in Louisiana:

- :: Profiles of workers' comp leaders ::
- :: Coverage of local and regional events ::
- :: Original research articles on current medical and legal issues ::
- :: Commentary from key industry figures ::
- :: Breaking news ::



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Throughout this issue of In Good Company, you will find the answers to the following questions. Email the correct answers to all 4 questions to nicholas@lciassociation.com by 5:00 PM on Monday, February 16, 2015, and if you're one of the first 25 respondents, we'll send you 10 \$25 gas gift cards.

Be sure to include your name, company name, mailing address, and phone number with your answers.

1. How many job seekers have registered with Louisiana Job Connection so far?
2. What is the cost to Louisiana businesses for utilizing the Louisiana Workforce Commission's services?
3. During Carnival season, how many king cakes does Antoine's Bakery make per day?
4. What was the length of Octagon's first trailer?