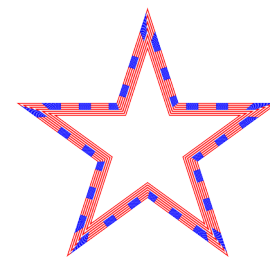


IHRY NEWS



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3 Ways Companies Are Shifting Cultures to Improve Work Life

Article provided by MetLife.

In today's competitive job market, company culture is definitely a new currency. Beyond a good salary, people seek work experiences that offer more human connections and better reflect their personal values. It's a tall order — so how can companies deliver?

Here are three ways companies are creating healthy, vibrant work cultures that better engage their employees and impact the organization.

1. They focus on purpose.

For many people, their career choices are personal. [MetLife's 2018 Employee Benefit Trends Study](#) found that 73% of employees feel a strong sense of purpose at work. "Employees today see work as a part of who they are and, therefore, want their work to reflect their values, interests, and aspirations," the study shares.

Smart companies make purpose part of their overall culture. MetLife's own Cindy Pace, Assistant Vice President of Diversity

and Inclusion explains that "purpose is about being motivated and committed to contribute to something beyond your personal goals and ambitions, moving from 'me to we'. When you know what intrinsically drives you and where you can best add value then 'why' you work becomes clear — allowing you to be focused on where you can make a difference in our business and the communities we serve."



feel a strong sense of purpose at work

Airbnb offers a perfect example. The company slogan is "Belong Anywhere" and their leaders have been on a mission to align that purpose with their employees' daily experience. The company revamped their Human Resources department into an "Employee Experience" team focused on creating a culture of belonging internally. The team created roles and functions that relate to an employee's full journey within Airbnb including recruiting, onboarding, facilities,

food, and professional development, according to Denise Yohn, author of *Fusion: How Integrating Brand and Culture Powers the World's Greatest Companies*.

Yohn writes that the purpose of belonging infiltrates everything, from how the office is designed — homey, with kitchens, libraries and garden spaces — to organizing parties and celebrations based on places where Airbnb does business. These efforts not only help employees internalize the purpose of the company and feel like they belong there themselves, Yohn notes, but they also make it easier for employees to explain the brand values to others.

2. They deliver on work-life enrichment.

Seventy-nine percent of employees say they're more engaged when they have a better work-life blend, MetLife's Employee Benefit Trends Study also reports. They're more satisfied with their jobs, and more loyal to their employers.

How employers incorporate this blend as part of their culture varies. At Cisco, which Indeed named one of the top 5 best places to work for work-life balance, employees rave about the support they receive from their managers when it comes to flexible schedules and taking time off. Employees even get a paid day off for their birthday.

Healthcare consulting firm Vynamic is another company walking the work-life blend talk. CEO Dan Calista actually banned employees from sending emails between the hours of 10 p.m. and 6 a.m. He said that the idea isn't to control when employees work — if they're night owls, they can go for it. "Work when you want to work," Calista explains, "Just



don't hit send on an email." The policy ensures people don't feel anchored to their phones at night and on the weekends — they can truly disconnect and know that they're not missing anything.

3. They use benefits to empower employees and reduce stress.

Fun company perks like drinks on Fridays, free snacks, or in-house yoga can attract a lot of attention. But more than a keg in the office, employees want financial peace-of-mind. Only 55% of employees feel like they're on track to meet their financial goals, and a growing percentage want their employers to help them address their financial concerns, MetLife's study shows.

A comprehensive benefits package can help too. But some employers are going the extra mile to help their employees reduce financial stress. Pitt Ohio, a trucking company, set a goal for each of their employees to have a \$1,000 emergency savings fund. The company executives started the initiative after realizing that financially stressed drivers were more distracted on the road. To give their employees a boost, the company gives \$56 to employees who save \$19 a month for six months, the Wall Street Journal reports. They can get another \$56 payment after a second six months of savings. The program has proved hugely popular, with more than half of employees participating.



In today's world, work and life are exceptionally intertwined. A great company culture means everyone can thrive professionally and personally.



Ihry Insights

Article provided by Curtis Kaufman, Agency Manager
Ihry Insurance

Farm Bill Debate – Update

Comments from Ron Miller, President of CGB-Diversified Services (June 13, 2018)

As many of you may have heard, the Senate version of the Farm Bill cleared the Agriculture Committee by a vote of 20-1. The lone dissenting vote was cast by Sen. Charles Grassley (R-IA). Sen. Grassley is withholding support in order to gain allies in his effort to increase payment limitations. While this provision does not directly affect us in crop insurance, it will have an impact on entity creation during the term of this Farm Bill (at a minimum). The only amendment accepted to the Chairman's mark was proposed by Sen. Amy Klobuchar (D-MN) regarding sod saver. At this time, we are still

trying to decipher exactly what the implications of the amendment are. Chairman Pat Roberts (R-KS) spoke against the amendment, but accepted the change in the spirit of continuing the bipartisan effort.

A number of revisions are likely to come before the full Senate including changes to the ARC program and CRP as supported by Sen. John Thune (R-SD). It is anticipated that we will have to contend with an effort by Sen. Dick Durbin (D-IL) and Sen. Jeff Flake (R-AZ) as they have prepared an amendment to be presented on the floor once again implementing Durbin's 2014 effort to impose adjusted gross income (AGI) limitations. Durbin proposes to limit the amount of subsidy that can be given to farmers who exceed the AGI limits. You may recall that this amendment was successful in 2014 and was dealt with in the reconciliation of the House and Senate versions. Chairman Roberts is diligently working to prevent this amendment from actually reaching the floor. Please support the Chairman in this effort.

Majority Leader Mitch McConnell (R-KY) indicated he would schedule floor time before July 4th for full Senate consideration. Please contact your state's senators and encourage their support of the Farm Bill as passed by the Committee. We will continue to monitor all proceedings in Washington relative to the Farm Bill and we will continue to provide information to you. Please do not hesitate to contact me or your marketing representative if you have any questions.

Bayer closes Monsanto acquisition on June 7

Any gear with the Monsanto logo will soon be a vintage keepsake.

Bayer has announced that it will finalize its acquisition of the St. Louis-based company on June 7 — and it won't be taking Monsanto's name along for the ride.

"The company name is and will remain Bayer," Liam Condon, president of Bayer's Crop Science Division, told reporters during a press conference Monday. "Monsanto will no longer be a company name after this initial two-month period." In those two months, Bayer will complete the divestitures required by the U.S. Department of Justice and other global regulatory bodies.

In his comments, Condon acknowledged that Monsanto's controversial public image in both the U.S. and abroad played a role in that decision.

Acreege Reports – Acreege Reports – Acreege Reports

- With the late spring & delayed planting (as well as some re-planting) we will be squeezed even more than ever with getting Acreege Reports completed by the deadline.
- Please come into Ihry Insurance 1st with your maps & 578's. We will work with you to complete the acreege report for you to take to FSA to certify
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Hail Season is Here!!

- We have already had a couple of early hail storms
- This is a good time to review your coverage with your Ihry Agent
- Insure your RISK – don't try to second guess the weather

7 Essential Travel Safety Tips

Article provided by [Nationwide](#).



Travel can be an exciting, eye-opening experience. It's easy to get caught up in the thrill of adventure. But don't forget about travel security and safety considerations while you're abroad.

Follow these 7 travel safety tips to help you take a trip that's memorable for all the right reasons.

1. Do your research

Get to know your destination in depth before you arrive. Read traveler reviews and consult with locals for information about the safest neighborhoods, places to stay and incidences of crime. Check the State Department's [website](#) for country updates and enroll in the [Smart Traveler Enrollment Program](#) (STEP).

Another important travel security precaution is to know whom to call in an emergency. Get the contact information for the nearest embassy or consulate, police station, and other local emergency departments.

2. Don't draw attention

People who look like they're from out of town are especially vulnerable to crime, so try to blend in as much as you can. Choose inconspicuous clothing that won't attract attention. Be discreet when looking at maps and approach people carefully if you need to ask for directions.

Also consider investing in protective clothing and gear that will make it more difficult for pickpockets to steal money and other personal items.

3. Make copies of important documents

You never know when you might need a copy of your passport, driver's license or another form of identification. Scan these documents to save online and print out several hard copies. That way, you won't be scrambling to find proper documentation if you need to get home.

4. Keep your friends and family updated

No matter whether you're going, on an overnight jaunt or a month-long international journey, it's always a good idea to let friends or family back home know. Before you leave,

send a copy of your itinerary to a few trusted people who can keep tabs on your whereabouts. Check in regularly with your contacts so they know you're where you're supposed to be.

5. Be wary of public Wi-Fi

Don't let the convenience of Internet access cloud your judgment. When you use public

Wi-Fi, hackers looking to steal valuable information can access your data including credit card or Social Security numbers. If you do need wireless Internet service, set up a virtual private network (VPN) that will allow you to [access the Internet securely](#) while traveling.

6. Safeguard your hotel room

Even if your hotel has strong security measures in place, there are steps you can take to make your room safer. Lock and dead-bolt the door and keep your windows shut. You can buy a jammer, which is a portable device that slips under the door for another layer of protection.

Try to give the impression that you're in your room even when you're away, such as placing the Do Not Disturb sign on the outside of your door and keeping the blinds or windows closed.

Don't let any strangers into your room, even if they say they work for the hotel. You can always call the front desk to check whether someone was ordered by hotel staff to come to your room.

7. Be aware of your surroundings

Don't let your guard down to snap the perfect picture for your social media platforms. Keep an eye on your personal belongings at all times and use good judgment when talking to strangers. A big part of the joy of traveling is the opportunities it affords to meet new people and learn about their cultures. But if someone near you is acting suspiciously, or if you feel uncomfortable, leave the area immediately.

Following these tips can help you travel safely, but no matter how many precautions you take the unexpected can always happen. Stay protected with travel insurance from Nationwide, and get peace of mind no matter where you go.