



ON THE HORIZON

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“Resolutionary”

New Year

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Ho³: The University of Diversity

It's funny how people express themselves during the holidays. I've told my boys that you can't pick your neighbors nor control what they do. I've sometimes threatened to stream an extension cord from my house to one particular neighbor's house and tap into their energy during the holidays. After all, I'm not sure they would notice because of the multiple decorations, lights and inflatables in their yard. Yes, there has been a glow from the end of our cul-de-sac at night that appears like that of the northern lights. Every neighborhood has one I think. But you know what? If you have small children, that's exactly what you do. You make it the most exciting place in town. And, if you don't decorate, you drive your children around LOOKING for those highly decorated homes. Children love it, and some big children love it too. But it doesn't matter what you do or what your house looks like; we're all different. Thank goodness we are all different! We would be pretty dull if we were all alike. We are *The University of Diversity*. Different walks of life, different beliefs of what December brings regardless of faith. As this month rolls quickly by, be mindful that we are all unique with respect toward your co-workers and neighbors. Our differences bring color, and the world needs color; so...put your shine on! Glow like there's no tomorrow.

—Donna Mowery, UPA Communications & Marketing

BlueCross BlueShield

Members will receive new BlueCross BlueShield ID cards regardless if you made a change to your coverage or not. The new cards should be received by the January 1, 2014 effective date.

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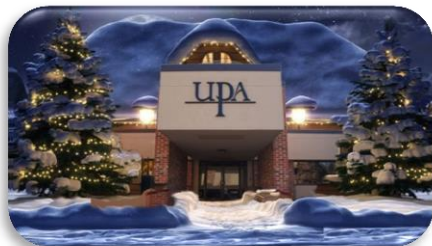
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Click the Pic ▼

A UPA Christmas Gram for You



Paylocity.....not Travelocity!

UPA will transition to the new payroll vendor effective December 15, 2013. Paylocity will replace the ADP system.

If you have not already registered in Paylocity, please do so as soon as possible. Remember that beginning December 15th, you will no longer use ADP.

Copy and paste the following web address into your internet browser to access Paylocity:

- <https://login.paylocity.com>
- UPA Company ID: B7610

Click the links below to the registration instructions and self-service portal guide:

- [Paylocity Registration Instructions](#)
- [Paylocity Self Service Portal Guide](#)

We look forward to providing UPA team members with a more modern and efficient solution for payroll processing.

Make that Resolution Stick! How to Maintain that Healthy Habit A “Revolutionary” New Year



New Year’s resolutions are easy to make but easier to break. More common resolutions are losing weight, committing to a physical activity, stop smoking, and eating healthier. Regardless of your resolution, here are some strategies that can boost your chance of making the change a habit and part of your daily lifestyle.

Be Realistic

Set realistic goals so you don’t become frustrated and give up.

Map Your Plan

Develop an action plan that will work for you. You may decide to walk a half hour each day to burn calories. You may limit and keep track of your daily activities. You might write down your calories or be accountable to a co-worker or friend to help you stick with your plan.

Focus on the Benefits

Think of how the change will enhance your life. Even small improvements in your physical activity, weight or nutrition may help reduce your risk for disease and lengthen your life.

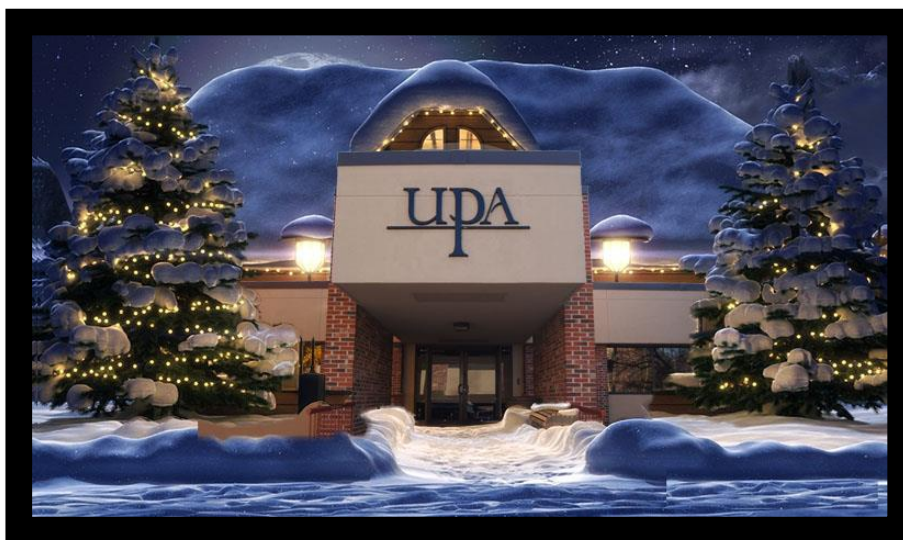
Surround Yourself with Support

If you decide to quit smoking, throw away your ashtrays and lighters. To improve your nutrition, put unhealthy but tempting foods on a hard-to-reach shelf, or eliminate them altogether.

Monitor Yourself

For any behavioral change, tracking is critical and reveals areas you may need to improve or areas of your progress.

You don’t need a New Year to make healthy changes but it is a great time to take that first step. Plan for obstacles...figure out how to overcome them. Don’t give up because you slip. Reward yourself when you reach those small goals or milestones. Add variety. Keep things interesting by adding new activities or expanding your goals to make them more challenging.



Cheers to
Silent Nights
and Wishes
for a
prosperous
and healthy
New Year!