

Many workers don't use vacation time

More than half of workers aren't using all of their vacation days, according to Fortune magazine.

In 2016, 54 percent of employees let go of 662 million vacation days collectively which resulted in an estimated \$236 billion loss to the U.S. economy due to lost spending alone. Studies also showed that workers leaving vacation time on the table at the end of the year are typically worse performers on the job with a lower likelihood of being promoted or receiving raises and bonuses during the previous three years when compared to their less-stressed peers.

One of the main reasons that surveyed workers gave for not using all of their vacation time was that they feared returning to work with a backlog that they would need to catch up on. Many also felt discouraged from taking time off due to company cultures that shed a mixed or negative light on those individuals who took frequent breaks, a trend that has held true since at least 2014. Interestingly, the number of vacation days used on average in 2016 was 16.8 which is a move higher from 16.2 in 2015 and the low point of 16 in both 2013 and 2014. This jump was mostly due to a shift in men's behavior as 48 percent of them used all their time compared to only 44 percent of women.

Researchers say depression is not a life sentence

Once depressed, always depressed?

Two researchers say, while that might be the message of the mental health discipline, it isn't really true.

Jonathan Rottenberg, Professor of Psychology, University of South Florida, and Todd Kashdan Professor of Psychology, George Mason University, reviewed outcome studies of people who were once depressed. They found that 40 to 60 percent never again had depression.

The researchers have proposed that professionals adopt a more precise definition of well-being so that they understand how and when people recover from depression.

This information can help professionals guide patients out of what might be a temporary depression. It could also give patients hope, the researchers say.

The research will appear in the Perspectives on Psychological Science, according to The Conversation.



Where will the robins go this winter?

Every April someone will say breathlessly that they saw their first robin: A hopeful sign that winter is ending and soon (but never soon enough) spring will be here.

But, now, in September when the leaves are beginning to fall and winter is knocking on the door, you might wonder, "Where will the American Robin go and what will they do in the deep freeze of winter?"

The answer might surprise you. The robins in your yard might join together and flock to the south. Or they might stay right where they are.

According to journeynorth.org, robins don't so much migrate as they wander. They tend to go south in search of food, but not necessarily. In the winter, when robins can't get insects and worms, they eat fruits, but not seeds. If your neighborhood has lots of crabapple, Hawthorne or late blooming fruit trees, the robins might stay, as long as there is food.

They don't really have to worry about the cold because their feathers keep them warm. When the thermometer drops below zero, robins puff up their feathers. On the outside they might feel cold, but inside they are a toasty 104 degrees. Even the robin's feet stay warm with their fast circulation that spreads warm blood quickly down to the tendons that control the feet.

When temperatures reach about 36 degrees, male robins begin flying toward their breeding territories. That's when the robins actually herald spring because once they are in their breeding areas, they start to sing.

So if you see a robin in winter, don't worry!



Do You Know...

... Someone that could use our services? Perhaps a colleague, friend, family member, or networking buddy?

... If you would think of 3 or 4 people that could use our services, then don't hesitate to call them and give them our name and phone number. Be sure to have them mention your name when they call so we can send you a Referral Bonus!

... We are always looking for good reliable people to join our team! If you know of anyone looking for an opportunity to work with a great team, please have them call Jessica at 610-266-7800 ext. 224.

Thanks in advance for your help and we look forward to sending cash your way!



Coffee pick-me-up: What amount is perfect?

Suppose you are a soldier. You've gone days without much sleep, but you must stay as sharp as possible because lives could be at risk.

That's just the scenario the U.S. Army considered when they developed an algorithm for the perfect amount of coffee for maximum alertness.

Senior research scientist Jacques Reifman, U.S. Army Medical Research and Materiel Command, helped develop the algorithm that predicts caffeine dose based on sleep patterns, according to The Wall Street Journal.

An 8-ounce cup of weak coffee has about 100 milligrams of caffeine. A strong cup has 175 milligrams.

About 40 percent of soldiers sleep no more than five hours a night, less than the seven or more hours recommended by the Centers for Disease Control.

Meanwhile, the average civilian sleeps about 6.8 hours a night.

The algorithm finds that a generally well-rested person, in this case a soldier, who gets five hours of sleep one night could drink eight ounces of weak coffee upon waking at 7 a.m. and the same at 9 a.m. The soldier then would be just as alert as a person who slept eight hours.

While eight hours of sleep produces high levels of alertness all day, a person who sleeps no more than 6.8 hours each day for a week would need 200 milligrams of caffeine at 7 a.m. and at 9 a.m. to achieve the same alertness.

The full mathematical model with a working name of 2B-Alert will be online in app stores in a few months.



Forget the energy bars, try date bites

Dates are an ancient food prized in many parts of the world for their delicate, sweet flavor and, according to NPR, they have been consumed by humans since at least 5,000-6,000 BC and were formally cultivated in the Middle East for around 6,000 years.

In the early 1900s, Walter Swingle, at the behest of the U.S. government, was scouring the world to find exotic foods to bring back to American growers. In 1927, he brought back several Medjool date offshoots from Morocco to California's Coachella Valley, as it most closely resembled their original growing climate. This variety was often reserved for Moroccan royalty due to their complex and labor-intensive cultivation process but can now be enjoyed throughout the world.

For a change of pace from the typical energy bar available in stores, here is a recipe featuring those Medjool dates and other natural ingredients from Detoxinista.com.

Medjool Date Bites

Ingredients:

- 2 cups of walnuts, or any other nut/seed of choice
- 1 cup of shredded, unsweetened coconut
- 2 cups of soft Medjool dates, pitted
- 2 tablespoons of coconut oil
- 1/2 teaspoon of sea salt
- 1 teaspoon of vanilla extract

Instructions:

1. In a large food processor or blender, process the nuts and shredded coconut until crumbly. Add in the dates, coconut oil, vanilla extract, and sea salt and process again until it is sticky and uniform.
2. Scoop or use your hands to gather enough of the mixture to roll into a ball, square, or shape of your choice. Place them on a baking sheet lined with parchment and put them in the freezer to set for at least an hour before serving.
3. The balls will be good in a sealed, refrigerated container for up to a week or in the freezer for longer.

Makes 24 servings. Each bite has about 133 calories.



Trivia Teaser – Mad Rush

1. Madagascar declared its independence from which country in 1960? a-France, b-Italy, c-Mali, d-Spain.

2. Who created the fictional characters Felix Unger and Oscar Madison? a-Tom Stoppard, b-Neil Simon, c-Garry Marshall, d-Mel Brooks.

3. David Addison and Maddie Hayes were private detectives on which TV series? a-"Remington Steele," b-"Baywatch Nights," c-"Moonlighting," d-"Psych."

4. Which rock performer is nicknamed "The Motor City Madman"? a-John Fogarty, b-Ted Nugent, c-Meat Loaf, d-Sammy Hagar.

5. Pitcher Greg Maddux won three consecutive Cy Young Awards as a member of which team? a-Atlanta Braves, b-Chicago Cubs, c-California Angels, d-New York Yankees.

6. "Dolores Claiborne" and "Rose Madder" are novels by which horror author? a-Stephen King, b-Peter Straub, c-John Saul, d-Dean Koontz.

7. Which day of the week is NOT mentioned in the lyrics of the Beatles song "Lady Madonna"? a-Wednesday, b-Saturday, c-Thursday, d-Sunday?

8. Who was James Madison's first vice-president? a-Aaron Burr, b-Alexander Hamilton, c-John Quincy Adams, d-George Clinton.

9. Which city of India was formerly known as Madras? a-Ahmenabad, b-Bengaluru, c-Chennai, d-New Delhi.

10. On August 2, 1964, the North Vietnamese attacked the American destroyer USS Maddox in which gulf? a-Persian Gulf, b-Gulf of Mexico, c-Gulf of Venezuela, d-Gulf of Tonkin.

11. Which king of France had mistresses named Madame du Barry and Madame de Pompadour? a-Louis XV, b-Louis XVI, c-Francis I, d-Henry IV.

1-a, France
2-b, Neil Simon
3-c, "Moonlighting"
4-b, Ted Nugent
5-a, Atlanta Braves
6-a, Stephen King
7-b, Saturday
8-d, George Clinton
9-c, Chennai
10-d, Gulf of Tonkin
11-a, Louis XV

Answers to 'Mad Rush'

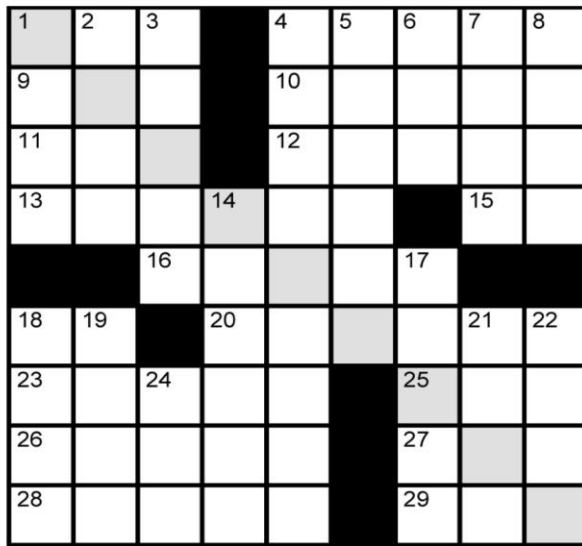
"To my biggest fan"

Across

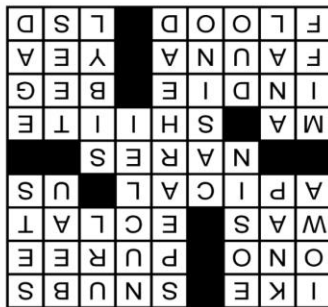
1. Mamie's man
4. Gives the cold shoulder to
9. Lennon's lady
10. Blender button
11. Took place
12. Flair
13. At the summit
15. You and I
16. Nostrils
18. Bell or Barker
20. Sunni counterpart
23. Non-studio film, briefly
25. Plead
26. Flora's partner
27. Formal vote
28. Deluge
29. What Leary tripped on

Down

1. Hawkeye State
2. Sack starter
3. Red dye
4. Lead an attack
5. Cell centers
6. WWW address
7. Boy friend
8. Hardens



14. Vegas attraction
17. Delphic diviner
18. Tick off
19. Like a control freak
21. Golfer's bagful
22. "Good grief!"
24. Batman and Robin, e.g.



The headline is a clue to the answer in the diagonal.

Avoiding the conference call cringe

Okay, it's 2 p.m. and we are starting this call with all 50 people in the department.

Is everyone here?

Are you planning to call roll?

No, but 25 people will say Yup anyway. About 10 more will say No.

That brings us to the rules of conference calling for the host:

1. Turn off notifications from your meeting app. Please no ding-dong every time someone arrives.

2. Turn off your phone notifications.

3. Start promptly.

For attendees, get there early. Five minutes early is good.

4. Remind everyone to mute.

For attendees: Don't subject others to air sounds from the car window. Eating sounds. Slurping sounds. Or worse.

5. Send an agenda beforehand and follow it.

6. Pause occasionally and see if everyone gets your point.

7. Provide a post-meeting follow-up.

Attendees: Take some notes. It helps.



1063 Seventh Street
 North Catasauqua, PA 18032
 610-266-7800
 www.celebritycleaning.com

About Our Company

Celebrity Cleaning Inc. is a full service commercial cleaning company that serves the greater Lehigh Valley.

Services include but are not limited to general cleaning, carpet cleaning, and all types of hard floor care.

Owners, Wally Myers and Kevin Brown, have a combined 50 years of experience in the cleaning industry, and they feel it's important to provide cleaning services that place the utmost importance on the health and safety of their clients and employees. For that reason, they are active participants in industry associations ISSA (International Sanitary Supply Association) and BSCAI (Building Service Contractors Association International).

Gamers give big to charity

Gamers who have spent thousands of hours playing their favorite, classic titles are using their skills for charity.

The events, called speed running, let gamers from all over the world watch as the experts dash through their favorite games, exploiting game glitches and using tricks to complete the games in record time.

In July, speed runners raised \$2.1 million to donate to Doctors Without Borders, according to Engadget. This donation topped the previous year's total of \$1.7 million.

During this event, viewers make donations so they can ask questions or make special requests.



Happiness is not in the mere possession of money; it lies in the joy of achievement, in the thrill of creative effort.

~Franklin D. Roosevelt

Toughness, compassion can lead to success

Success requires a balance of being tough on yourself with a capacity for self-compassion, according to Entrepreneur Magazine.

Becoming too tough on yourself can lead to a path of self-destruction. Being too compassionate can lead to poor performance.

Becoming tough on yourself means making decisions even when they are difficult. When making hard decisions, don't let lack of information, fear, or regret over past mistakes stop the truth from coming through clearly.

Raise your standard of excellence and demand the same from everyone else. The best people will appreciate the firm leadership.

In the long run, a business profits when people are tough because they will continue to improve over time and create a culture of high standards.

While being tough on yourself can drive strong results among a team, having compassion for yourself is equally important, according to The New York Times. Humans are naturally prone to obsess over their flaws and shortcomings. Unfortunately, dwelling on these issues can lead to depression, anxiety, negative self-image, and even lower productivity over time.

Acknowledgement of past mistakes is key to improving but remember to approach yourself as you might approach a friend with the same problem -- by providing support and encouragement without apologizing for their behavior.

September Birthdays and Company

Anniversaries

Birthdays

10th – Lenaick Zelienska

19th – Eileen Blair

20th – Janilet Rodriguez

22nd – Beatriz Bodon

23rd – Jessica Lacrosse

23rd – Jesus Lugo-Figueroa

23rd – Jorge Lugo-Figueroa

24th – Tina Butensky

25th – Thomas Rivera

26th – Lillian Ramos

27th – Denise Ellis

Anniversaries

15 years – Robby Thieme

3 years – Paul Muffley

2 years – Tina Butensky

2 years – Lenaick Zelienska

