



THE CONCORD

Official Newsletter of The OMO Group, Inc.

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Phone: (210) 691-5116

Website: www.omogroup.com

Facsimile: (210) 691-5122

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DO YOU HAVE A STORY TO TELL OR NEWS TO SHARE? IDEAS OR SUGGESTIONS?

If so, please submit articles, announcements, or issues to:
 fax:(210) 691-5122 or email to: lorraine@omogroup.com
 You may also send by "snail mail" to:
 The OMO Group, Inc.
 Attn: Lorraine Williams
 8627 Cinnamon Creek Dr.
 Bldg. 401,
 San Antonio, TX 78240

CORPORATE OATH

Dedicated to providing professional healthcare services and maintaining close working relationships with our employees.

A special thanks to all employees for your hard work, support, and dedication.

CAFETERIA PLAN

As of April 1, 2004, The OMO Group had begun offering a Cafeteria Plan (Flexible Benefits Plan or "125 Plan") under which health or dental insurance premiums can be paid for with pre-tax dollars. Signing up for this plan will **not** change the amount of health/dental insurance premiums that you pay. It will allow you to diminish the amount of your **taxable** income by the amount of your eligible premiums and hence possibly lessen both the tax withheld from your pay as well as your net federal income tax liability. You are encouraged to consult your tax advisor with specific questions.

Those employees who are currently paying for health or dental insurance premiums through deductions from their pay from The OMO Group are immediately eligible to benefit. Employees who have employee-only insurance which is paid for completely by The OMO Group are **not** paying anything out of pocket and cannot take advantage of this new benefit **at this time**.

It is important that employees be fully aware of all options at the time of the next "open-season" or any insurance "Qualifying Event" prior to that time, which would enable you to change your insurance coverage even sooner.

Employees who currently have no health/dental benefits from The OMO Group can inquire about adding insurance at the next open-season or at the time of a Qualifying Event. Please be aware that adding health/dental insurance when your salary is currently based on "no-benefits," would result in a reduction of the current hourly pay rate.

All eligible employees have been recently sent a copy of our Medical and Dental Insurance Premiums, effective January 1, 2004, as well as a Cafeteria Plan "Acknowledgement and Enrollment Form."

If you have not returned the form to our corporate office, it is essential that you do so as soon as possible, so that The OMO Group may comply with IRS regulations. By completing this form you are only indicating that you are **aware** of the new Cafeteria Plan benefit, whether or not you wish to participate. If you have not done so yet, please either fax the form back to us at 1-210-691-5122 or mail it to The OMO Group.

If you need a replacement form or if you have any questions, please contact Pat Soto at the corporate offices. Specific tax-related questions should be directed to your tax advisor.

TEMPORARY EMPLOYEES

Employees hired for a specific period are considered temporary employees. Full-time temporary employees are eligible for all fringe benefits if the term of employment is longer than 6 months. Part-time temporary employees are not eligible to participate in any fringe benefits.

Disclaimer:

The Concord is not intended to cure or treat any illness, nor provide professional advice. The objective of THE OMO Group, Inc. is to inform and update employees and others regarding Corporate policies and an array of interesting topics. The Concord is not to be used as a substitute for expert medical advice. **Always consult a physician, or other healthcare professional.** The OMO Group,

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essage from the President

Oluagba Omosowofa
President & CEO



RESPONSIVENESS

Have you ever experienced disappointing feeling of not getting an answer or a response to your enquiry that was sent to an individual, organization, even when such an enquiry was marked “urgent”? Even worse, have you ever called someone and left messages and never received a return call, even when you specifically stated that it was imperative that the person call you back? If you have experienced any of these types of unresponsiveness and were disappointed, then you will understand how important it is to respond to enquiries.

Our customers expect us to be responsive to their telephone calls or e-mail messages, regardless of the level of urgency. In fact, as a matter of good service, all contacts from our customers should be treated with high priority to establish and retain reliability and ultimately enhance customer satisfaction.

Not only should employees respond to their immediate supervisor's enquiries, they should also respond to enquiries from co-workers and their employer (who may be hundreds of miles away). Quick responses and closing communication loops will enhance one's credibility. Responsiveness applies to government workers as well. We have found that some government employees, on some occasions, don't return telephone calls and/or e-mail messages, even when the enquiry is important to the contractor in performing its day-to-day contract services. Lack of a timely response from the government could cost a contractor some money and may affect the execution of certain aspects of its contract responsibilities, thus creating avoidable conflict. The bottom line is, endeavor to return phone calls or e-mail messages regardless of your status or the amount of authority (power) you possess, because it will make our job performance more productive.

CULTURAL AWARENESS AT THE KINDERGARTEN LEVEL

On May 18th, 2004, The OMO Group, Inc. was at Lamar Elementary School in San Antonio, Texas to inform 3 through 5-year-old pupils about the culture, tradition, art, food, geography, and topography of Nigeria. The interactive session began at 8:30 am and concluded at 11:30 am. The pupils were interested in the food, jungle life, animals, people, clothing, dance, and art of Nigeria. The request for this community effort was as a result of the President's background as a Nigerian. At the elementary school, The OMO Group, Inc. discussed the tropical Nigerian weather, the rainy and dry seasons, how Nigerians dress, how traditional clothing and fabrics are created, the varied cultures within Nigeria, the food and dance. Some of the pupils took turns to wear Nigerian attires and all the pupils played the Bata Drum. The pupils, indulging their imaginations, traveled to Nigeria to visit the tropical forests and view animals through their paper binoculars. They saw lions, cheetahs, elephants, gorillas, monkeys, ostriches and snakes in their natural habitat. The Nigerian experience concluded with dances to Nigerian music.

SUMMER CAMP FOR KIDS

Summer is coming and most parents are looking for a Summer Program for their children, this website <http://www.acacamps.org/> list summer safe camp communities. Parents, you can find summer camps by keying in your zipcode. Your child will receive the following benefits:

- caring, competent adult role models, healthy developmentally-appropriate experiences
- service to the community and the natural world
- opportunities for leadership and personal growth discovery
- experiential education, and learning opportunities
- excellence and continuous self-improvement

“The Professionals Who Care”

THE CONCORD

EMPLOYEE HIGHLIGHTS



HAPPY BIRTHDAY!!!!!!!

May

Antonia Leo, Sharolyne Mills, Solange Depenyou, Jennifer Cox, Yolanda Washington, Ingrid Saunders, Regina Parker, Jonah Ejenavi, Errol McClure

June

Patrick Pastrano, Richard Castellano, Johnny Gonzales, Hui Seo, Josephine Celmer, James George, Pat Soto, Norberto Zamarron, Cynthia Sigall, Clarence Prevo, Bill Hunter

July

Mindy Rooney, Stephanie Reynolds, Virginia Roberts, Lois Allen, Larry Diaz, Arthur Trevino, Omar Cruz

ANNIVERSARY

1 Years

Kimberly Cuchara, Gidget Griffin, Audrey Stricklin

2Years

Louise Joplin, Antonia Leo, Virginia Roberts, Angela Lyles, Leigh Lykins, Richard Uneze, Lois Allen

3 Years

Yolanda Robinson, Kerri McDonough

4 Years

John Beagan, Roberto Cruz, Fumie Gage, James George, Richard Vagts, Priscilla Bulosan, Jeannette Whiting

NEW EMPLOYEES

San Antonio, TX – Veteran’s Admin. Division, General Clerk II Frederick George, Delia Hernandez, Dawn Huff, Lorraine Fraser,

Washington, DC-Walter Reed Medical Center Pharmacist Technician Jacquelyn Kelly –In-Patient, Wilbert Carroll In-Patient, Tiffany Downs-Supply

San Diego, CA –NDC North Island Dental Hygienist Cynthia Sigall, Sharolyne Mills

San Antonio- Corporate Office Recruitment Mgr. Bill Hunter

Recipes from Ann’s Kitchen



Barbecued Beef Brisket

- 1.1/2 cups beef broth
- 1.1/3 cups water
- 3/4 cup Worcestershire sauce
- 1/3 cup apple cider vinegar
- 1.1/2 teaspoons dry mustard
- 1.tea garlic powder
- 1.tea hot pepper sauce

9 pounds beef brisket

1. In a large mixing bowl combine beef broth, Worcestershire sauce, oil, cider vinegar, dry mustard, garlic powder, water and hot pepper sauce.
2. Build a charcoal fire in a grill at one end of the pit.
3. Grill brisket slowly, basting often with the sauce, until done, 3 to 4 hours.

Makes 20 servings.

Ann Omosowofa

Job Opportunities

Accepting applications for
Pharmacists,
Medical/Pharmacy Technicians,
General Dentist
Dental Hygienists,
Dental Assistants,
Recruiters,
and
Animal Caretakers
nation wide
Contact our recruitment
manager today at
1-800-347-2705
to discuss available
opportunities and
locations.



THE HEALTH BEAT

SUMMER SUN AND SKIN CANCERS

As we approach the summer months and plan our beach vacations and other outdoor activities, don't forget to consider some of the consequences of sun exposure: sun tan, sun burn and skin cancer! The American culture glorified by the Beach Boys, has always admired the "healthy" tanned look. So maybe the sun can make you "look" healthy but can it hurt you?

It is the Ultraviolet (UV) rays of sunlight that both stimulate tanning and can damage our skin. Ultraviolet rays consist of three components, based on their wavelength: UVA rays constitute 90-95% of the ultraviolet light reaching the earth. These have a relatively long wavelength, are not absorbed by the ozone layer of the atmosphere and penetrate the furthest into the skin. They cause the initial stages of sun tanning.

UVB rays are **partially** absorbed by the ozone layer, are of medium wavelength and do not penetrate the skin as far as the UVA rays. These UVB rays are the primary cause of sunburn and are also the cause of most of the skin tissue damage which results in wrinkles and aging of skin.

UVC rays have the shortest wavelength but the most energy, would cause the most damage, but are almost totally absorbed by the ozone layer. As the ozone layer thins, UVC rays may begin to contribute to sun burning and premature aging of the skin.

Dermatologists tell us that excessive exposure to the sun, especially manifested by severe sunburn, has deleterious effects on the skin including skin cancers. Approximately 65% of melanomas and 90% of basal and squamous cell skin cancers are attributed to UV exposure. A brief description of these skin cancers:

Melanoma is the rarest form of skin cancer but is the most deadly, resulting in about 75% of the 10,000 skin cancer deaths each year. This cancer is most prevalent among people who work outdoors. It does not necessarily occur on sun-exposed areas of the body, but is thought to be linked to brief, intense periods of sun exposure and a history of sunburn in childhood or adolescence.

Squamous cell carcinoma is a potentially life threatening skin cancer, is the second most common skin cancer and can metastasize to other areas of the body. It is most common in people who sunburn easily, tan poorly and have blue eyes and red or blonde hair. It often arises in skin lesions called actinic keratoses. Squamous cell carcinoma of the lip is 12 times more common among men than women.

Basal Cell Carcinoma is the most common form of skin cancer and occurs most frequently in men who spend a great deal of time outside and is most often found on the head and neck.

It rarely spreads to other areas of the body, but if neglected long enough, can invade neighboring parts of the body, including bone and nerves.

So what can be done to protect ourselves? The American Cancer Society has used the "Slip, Slop, Slap" slogan to summarize its skin protection campaign: when out in the sun, **slip** on a shirt, **slop** on sunscreen and **slap** on a hat. The shirt blocks the UV rays from reaching the skin and the hat does the same by providing shade, but how effective are sunscreens?

It is recommended that sunscreens rated SPF 15 or higher be used (SPF = Sun Protection Factor). A sunscreen with an SPF of 15 filters out about 94% of the UVB rays; one with a SPF 30 filters out 97%. The UVA protection of chemical sunscreens is about 10% of the UVB ratings. Physical sunscreens which contain inert materials which reflect the UV rays away from the skin, have some effects on UVA rays. Many sunscreens are only rated for their ability to protect against UVB rays which cause obvious sunburn, but we don't know how much hidden damage is caused by the deeper penetrating UVA rays. Read the label and see if the product is rated to protect against UVA as well as UVB. Not all are.

When outside, look for areas with natural shade and limit outdoor activities between the peak UV times of 11 AM and 4 PM. Sunscreens should be applied 30 minutes before going outside and every 2-3 hours and after the skin becomes wet.

Beware of artificial tanning salons. Like the sun, sunlamps give off UV radiation-both UVA and UVB-and can be harmful. Tanning devices aren't recommended for anyone, but should never be used if you sunburn easily and don't tan, (if you don't tan in the sun, you're probably not going to tan from a sunlamp), you get frequent cold sores (as UV radiation may make them come out more often), or if you are taking medications which can make you more sensitive to UV radiation. If in doubt, check with your doctor or pharmacist.

If you do notice any growth, mole or discoloration on your skin that appears suddenly or begins to change, or if a sore does not heal, see your doctor. The good news is that the vast majority of skin cancer can be completely cured if detected and treated early.

Have a great fun filled summer with lots of outdoor activities, but be smart about the sun and your skin!