



Dunking for a Cause

Colleen Robinson took a shot at Chris Dixon, eni's Chief Operating Officer during a dunk tank fundraiser. Chris was a good sport, helping to raise \$500 by being dunked 24 times. The proceeds will go to A Room to Heal, a non-profit organization that creates a healing environment in the homes of children affected by serious medical conditions in Broome County and neighboring counties.



#CoffeeBreak in RTP

Starting off the school year with the most important part of any morning - coffee! Teachers at Research Triangle High School in North Carolina's Research Triangle Park were greeted with coffee and donuts on their first workday for the 2019-2020 school year. Among the teachers on hand were, pictured from left to right, Molly Matthews, Megan Okrand, Shana Mobley, and Crystal Garrett.



eni at CAI

eni was an attendee at the CAI Compensation & Benefits Conference at the McKimmon Center in Raleigh. The conference focused on best practices in Total Rewards Strategy, with sessions on workplace culture, and employee engagement. Business Development Executive Robert Netzel and Communication Strategist Jamica Whitaker participated.



eni at NFP

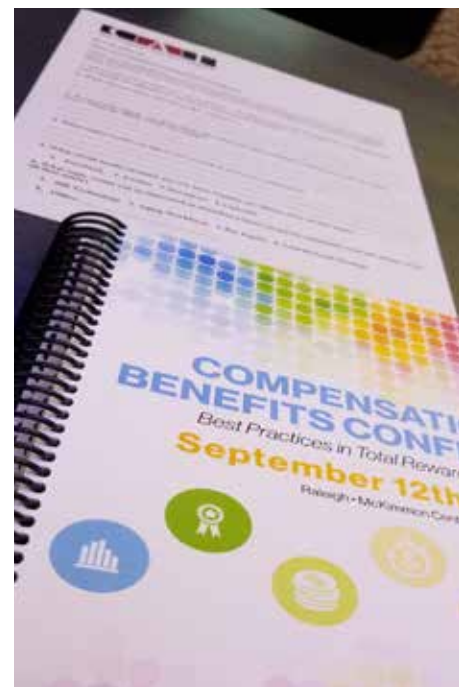
Business Development Executive Victoria Chopra was a hit at the 2019 NFP Summit at the Ballayntine Hotel in Charlotte. eni was a sponsor for the summit.



eni at The Frontier

Business Development Executive Robert Netzel was the face of eni at Research Triangle Park's Happy Hour at The Frontier. eni sponsored the event. Three locally brewed beers - Hipster Handshake, Avocado Toast, and Buzzwords - were on tap.

eni will sponsor Happy Hour at The Frontier again on Thursday, October 31st.



Upcoming Events

- October 9 Meetup: Charlotte
- October 17 Lunch n' Learn Building a Winning Culture
- October 30 Meetup: Raleigh
- October 31: Happy Hour at The Frontier

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Let's Get Social!   

Meetup: Charlotte



The Charlotte Meetup launched its new format in its new location in September. The crowd of more than 20 attendees included HR professionals and brokers. The discussion included marijuana in the workplace and hiring trends across the nation. Robert Netzel and Jamica Whitaker were on-site to assist with the launch.



Our first discussion leader Megan Andriatch did a great job answering questions about marijuana in the workplace!

"I had a wonderful time. I'm definitely getting the word out."

Meetup Participant

TAKE A VACATION WITHOUT BREAKING THE BANK

Living Well Spending Less gives 8 ways to save money on your next vacation.

- **Avoid peak travel times.** Travel before Memorial Day or after Labor Day, and try to fly on the cheaper days of the week.
- **Search smart** with smart travel sites that can extend searches over days or send an alert when prices drop.
- **Research hotels** by owner rentals, amenities, and fees so there are no surprise costs.
- **Bring your own food** like healthy snacks to satisfy appetites between meals.
- **Pack smart** by bringing versatile clothes that can be layered easily.
- **Make it a road trip** if the destination is within 24 hours of driving.
- **Save on the fun stuff** by preplanning vacation activities as much as possible.
- **Don't go** if it means debt. A staycation is a great way to save money and make memories.

For the full article, visit <https://www.livingwellspendingless.com/8-simple-ways-to-save-on-your-next-family-vacation/>

60 %

Rover.com

of millennials have not gone on a trip, and 62% have skipped an event because they couldn't get a dog sitter.

55 %

Rover.com

of pet owners report that finding a good dog sitter is more challenging than finding a good babysitter.

57 %

Rover.com

of 1,000 adult dog owner respondents to a Rover.com said they were likely to give up an all-expense paid vacation if they didn't have a good pet sitter

\$103

Rover.com

is the average amount pet parents spend whenever they travel with their dogs.



Let eni's Virtual Concierge & Financial Planning Services make vacation planning easier.



THE TRUE COST OF PTO

Have you taken a vacation yet? If not, chances are you're hurting yourself and your employees. Research has shown that time off is good for one's health, boosts productivity, improves creativity, and helps employees better deal with stress.

Here are 5 ways to encourage employees to take needed time off from work.

- **Provide an Incentive.** Consider adding another incentive to get employees to leave the office for a few days. Consider gift cards or prizes for those who use a specified number of PTO hours during a block of time.
- **Make the Message Clear.** Make sure you have clearly communicated the PTO policy. Do employees talk openly about their recent vacation, or is it a hushed conversation in the corner of the office? If employees are made to feel shame or selfish for taking time off, the messaging is not PTO-friendly.
- **Move Well-being to the Top of the List.** Well-being has become an umbrella term that includes physical, mental, and emotional well-being. Remind employees that PTO is a valuable and available resource.
- **Lead by Example.** The example you set with using PTO sets the tone for your staff. Demonstrating that it's OK to use PTO, and not be shamed for it later, lets employees know that they won't be penalized for taking a break.
- **Build Trust.** Management using PTO builds trust among the team. When a manager trusts his/her employees enough to leave the office, they demonstrate a confidence in the employees' autonomy and decision making.

How are you leveraging PTO to create a culture of trust and positive growth within your organization?

A vacation is meant to serve as an opportunity to unwind, relax, and recharge. In reality, many people return to work needing a vacation from their vacation. This vacation drain, and an emphasis on self-care has led to the wellness vacation.

According to the Wellness Tourism Association, a wellness vacation is a vacation with a wellness focused intention. These vacations are self-directed with the traveler setting his or her own timetable and schedule, and may include a wellness retreat.

Wellness tourism now accounts for \$639 billion in tourism globally (Global Wellness Institute's Global Wellness Tourism Economy report). The Global Wellness Institute also predicts that wellness tourism will reach close to \$1 trillion globally by 2020.

COMING NEXT MONTH:

Customer Service and taking care of those who take care of us



WELLNESS TRAVEL IS GAINING POPULARITY