

Quote of the Month: The solution to a problem changes the nature of the problem.
-Unknown

Waldo Agencies Wellness Program

Congratulations to the winners of Waldo Agencies' 2014 Wellness Program! Winning names were drawn at our February All Employee Meeting.

Employees were eligible to win \$750, \$500, or \$250 cash prizes in a drawing based on completion of goals, including:

Biometrics:

- Blood Pressure: Less than or equal to 120/80, or 10% improvement
- BMI: Less than or equal to 27.5, or 2 point improvement
- LDL: Less than or equal to 115, or 10% improvement

Personal Goals - Completion of up to 3 personal goals from the following categories:

- Physical
- Financial
- Intellectual
- Emotional
- Social
- Spiritual

Shown in the picture is Dave Waldo, President, presenting winners (L to R) Billie Percy, Merri Gammage, and Tawni Maxwell with their checks.



25 WAYS TO GET ALONG WITH OTHERS

1. Remember that you're special and so is everyone else.
2. Pay attention when people speak to you.
3. Say "please" and "thank you."
4. Treat others the way you want to be treated.
5. Look at people when you speak to them.
6. Keep your promises.
7. Control your anger. (Try counting to ten.)
8. Let people know you care about them.
9. Cooperate with others.
10. Communicate how you feel.
11. Be kind to people and animals, too.
12. Don't be a bully.
13. Use nice words, not put-downs.
14. Think before you speak or act.
15. Show respect to everyone.
16. Show an interest in what others do.
17. Praise others for their achievements and their efforts.
18. Talk things out with adults you can trust.
19. Tell the truth and be trustworthy.
20. Play fair and by the rules.
21. If you can't solve a conflict with someone, find a third person to help you talk to each other.
22. Don't judge people by their looks or their background.
23. Work for peace in your home, your school, your community, your country, and the world.
24. Learn about other cultures.
25. Be proud of your heritage and teach others about it.



March Events

- 3/8 - Daylight Saving Time Begins
- 3/11 - Happy Birthday to Kim Stipe!
- 3/12 - Happy Birthday to Ray Waldo!
- 3/17 - Saint Patrick's Day
- Tuesdays - All Agency Department Meetings - 8:00am



Source: Lifeways, Ontario, OR

New Listing!

What People Are Saying...

Cute and clean 3 bedroom, 2 bath home in New Plymouth. Close to schools and downtown. Family room with wet bar, underground sprinklers on a well, covered patio, fenced yard, detached garage. \$129,500. Call Cathy Myers, Sales Associate, ID, 208-695-7369, cell, or Carla Bourque, Sales Associate, ID, 208-409-5317, cell. #131-15 See this property at <http://www.waldore.com/>.



Waldo Real Estate
129 N Plymouth Ave
New Plymouth, ID
Office 208-278-5252



"We don't normally trust anyone but, that Trisha is a treasure. We felt completely safe with her and she showed us that she cared and helped us to secure a policy that was the best for us."

- Julie Parent



**Local
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Trisha Seese
Waldo Insurance, Inc.
Health Benefits

National Eye Donor and Workplace Eye Health Month

- ⇒ National Eye Donor Month was first proclaimed by Pres. Ronald Reagan in 1983.
- ⇒ The Lions Eye Bank of Delaware Valley (LEBDV), the region's Eye Bank, has coordinated over 35,000 sight-saving cornea transplant operation operations, since its inception in 1957.
- ⇒ Last year, approximately 1000 cornea transplant surgeries were coordinated by the LEBDV.
- ⇒ Each day, more than 2,000 American workers suffer an eye injury, and nearly 1 million Americans have lost some of their sight due to an eye injury.
- ⇒ These injuries have resulted in more than \$300 million in lost time, medical expenses and worker compensation.
- ⇒ Prevent Blindness America (PBA) estimates that 90% of workplace eye injuries could be avoided if safety eyewear is used effectively.
- ⇒ Nearly three out of five people suffering eye injuries at work were wearing no protection at all.
- ⇒ One of the most common eye problems employees in relatively innocuous environments can suffer is computer vision syndrome.
- ⇒ Computer screens don't permanently damage vision, but they can cause headaches, eye fatigue, and difficulty focusing.
- ⇒ Another ailment incurred by office workers is dry eye syndrome, when the eyes do not produce enough tears to keep the eye comfortable.
- ⇒ One of the most important steps employees can take to preserve their eyesight is have their eyes examined annually.

Source: Excerpts from www.lebdv.org and www.eyemedvisioncare.com

Younger Workers Worry Less About Health

Millennials seem to take their health for granted, according to an AON Hewitt study that compared their lifestyle habits to those of Generation X and baby boomers. The research showed that over the previous 12 months, just 54 percent of millennials had received a physical, although 60 percent of Generation X and 73 percent of baby boomers reported getting an exam. In addition, only 39 percent agree that preventive care is important to remaining healthy, while 49 percent of Gen Xers and 69 percent of baby boomers say the same thing.

The good news: Millennials are more open to employer-supported health measures: 53 percent to Generation X's 47 percent and the baby boomers' 41 percent. They're also more likely to participate in Employee Assistance Programs—16 percent compared to 10 percent of Generation X and 8 percent of baby boomers.

*The Baby Boomer generation includes those born from 1943 to 1960. Generation X includes those born between 1961 and 1981. The Millennial generation are those born from 1982 to 2001. Source: <http://www.timepage.org/>

Real Estate 4th Quarter Market Statistics For 2014

Canyon County (Idaho)

Total Listed: 928 **Number Sold:** 816 **Avg. Sale Price Sold:** \$155,702

Malheur County (Oregon)

Total Listed: 78 **Number Sold:** 48 **Avg. Sale Price Sold:** \$149,539
Residential: Listed: 69 **Number Sold:** 43 **Avg. Sale Price Sold:** \$124,021
Farm/Ranch: Listed: 9 **Number Sold:** 5 **Avg. Sale Price Sold:** \$369,000

Payette County (Idaho)

Total Listed: 95 **Number Sold:** 83 **Avg. Sale Price Sold:** \$124,634
Residential: Listed: 94 **Number Sold:** 82 **Avg. Sale Price Sold:** \$123,690
Farm/Ranch: Listed: 1 **Number Sold:** 1 **Avg. Sale Price Sold:** \$202,000

Washington County (Idaho)

Total Listed: 40 **Number Sold:** 33 **Avg. Sale Price Sold:** \$206,828

Source: Intermountain Multiple Listing Service



184 Tasks Agents Do For You

(Fifth of a series-See October Newsletter)

So, what exactly does a realtor do for you?

Marketing the Listing

84. Create print and Internet ads with seller's input.

85. Coordinate showings with owners, tenants and other agents.

Return all calls—weekends included.

86. Install electronic lockbox. Program with agreed-upon showing time windows.

87. Prepare mailing and contact list.

88. Generate mail-merge letters to contact list.

89. Order "Just Listed" labels and reports.

90. Prepare flyers and feedback forms.

91. Review comparable MLS listings regularly to ensure property remains competitive in price, terms, conditions and availability.

92. Prepare property marketing brochure for seller's review.

93. Arrange for printing or copying of supply of marketing brochures or flyers.

94. Place marketing brochures in all company agent mailboxes.

95. Upload listing to company and agent Internet sites, if applicable.

96. Mail "Just Listed" notice to all neighborhood residents.

97. Advise Network Referral Program of listing.

98. Provide marketing data to buyers from international relocation networks.

99. Provide marketing data to buyers coming from referral network.

100. Provide "Special Feature" cards form marketing, if applicable

101. Submit ads to company's participating Internet real estate sites.

102. Convey price changes promptly to all Internet groups.

103. Reprint/supply brochures promptly as needed.

104. Review and update loan information in MLS as required.

105. Send feedback e-mails/faxes to buyers' agents after showings.

106. Review weekly Market Study.

107. Discuss feedback from showing agents with seller to determine if changes will accelerate the sale.

108. Place regular weekly update calls to seller to discuss marketing and pricing.

109. Promptly enter price changes in MLS listings database.

To be continued in the next issue...

Source: See more at: <http://ohiorealtors.org/consumers/184-tasks-agents-do-for-you/>

Snapchat is a [photo messaging](#) application. Using the application, users can take photos, record videos, add text and drawings, and send them to a controlled list of recipients. These sent photographs and videos are known as "Snaps". Users set a time limit for how long recipients can view their Snaps (as of April 2014, the range is from 1 to 10 seconds),^[7] after which they will be hidden from the recipient's device and deleted from Snapchat's servers.



Moms at Home on the Upswing

The percentage of mothers who don't work outside the home has risen in recent years. The Pew Research Center reports that the number of stay-at-home moms reached 29 percent in 2012, up from a low of 23 percent in 1999. "Traditional" mothers—married and staying at home while their husbands work—make up the majority: approximately two-thirds of the 10.4 million total.

One possible reason for the increase (though not the only one): difficulty finding work. In 2000, just 1 percent stated they remained in the home because they couldn't find a job; in 2012, that number had grown to 6 percent.

March 25 is Pecan Day

Celebrate National Pecan Day with this delicious recipe!

Pecan Bites

1 cup packed brown sugar

1/2 cup flour

1 cup pecans, chopped

2/3 cup butter, melted

2 eggs, beaten

In a large bowl, combine brown sugar, flour and pecans, set aside. Combine melted butter and eggs, mix well. Stir into flour mixture until just moist. Fill greased and floured mini muffin cups 2/3 full. Bake at 350 degrees for 20-25 minutes. Remove from pan immediately to cool on wire racks. Makes 2 dozen.

Source: Surrattfarms.com

Kid's Corner

Q: What kinds of stories do horses like the best?

A: Tales of whoa!

Q: What is a horse's favorite sport?

A: Stable tennis!

Q: What do you call a horse that lives next door?

A: A neigh-bor!

Q: What type of horses only go out at night?

A: Nightmares!

Q: What does a horse always wear to bed?

A: His shoes!

Q: When does a horse talk?

A: Whinny wants to!

Q: Why did the horse eat with its mouth open?

A: Because it had bad stable manners!

Q: What illness do horses hate the most?

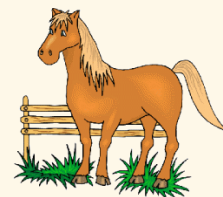
A: Hay fever!

Q: Why did the man stand behind the horse?

A: Because he thought he might get a kick out of it!

Q: What did the pony say when it had a sore throat?

A: I'm a little hoarse!



Happy Payment

A woman was being audited and was quite nervous as she answered questions from the IRS auditor. She was visibly unhappy, so the auditor felt compelled to say something to her.

"Ma'am," said the auditor, "remember that it is a great privilege to live and work in the United States. As a citizen you have an obligation to pay taxes, and we hope you would choose to pay them with a smile."

The woman relaxed and said, "Oh thank goodness! I thought you were going to ask me to pay with cash!"

Who Knew? CLASSIC TIP

If you're like us, scorched rice isn't exactly a rarity in your kitchen. To fix this common mistake, turn the burner off and place a slice of white bread on top of the rice, then replace the lid. Wait 4-5 minutes and the scorched taste will be gone.

"NOTICE" WALDO AGENCY EMPLOYEES

Make A Difference (Be A Little M.A.D.)

If you don't make a difference you will be the same as everyone else. Be interesting instead.

When you are the same as everyone else the chances of a customer choosing you are random. However, if you make a difference with all the little things you do for customers, there is a much higher probability that the customer will choose you. This means you have to be a little M.A.D.

When people follow routine they get into automatic mode. They close down their hearts and minds with the repetitive nature of their tasks. They cease to be themselves. As a result, they become tired and jaded and any sense of creative energy drains out of their work. When you can do your job "with your eyes shut," it probably means that you can't see opportunities for doing exciting new things that simulate customers.

Rather than allowing yourself to become a clone of the system, it is important that every day you create a difference for customers by expressing your unique personality and being yourself. It is this difference that helps create the buzz.

Every customer is unique and if you treat them all the same the value in the relationship will be diminished. Customers will not feel special or important because you have not treated them as such.

*Source: The BUZZ 50 LITTLE THINGS that make a BIG DIFFERENCE to world class CUSTOMER SERVICE
By David Freemantle*

Guilty Conscience

The IRS received a letter from an anonymous taxpayer. It began,
"Dear Sir,
Last year I cheated on my taxes. I have been unable to sleep well since. I am enclosing a money order for \$2,000. Hopefully that will help my worried conscience. If I find that I still can't sleep, I will send you the balance.
Signed,
Anonymous"

Daylight Saving Time

Daylight Saving Time begins Sunday, March 8. Be sure to set your clocks forward one hour. Experts also recommend using this as a reminder to change the batteries in your smoke and carbon monoxide detectors.

Waldo Spotlights . . .



Dee Anne Mosman, Barbara Waldo, Lori Hysell and Mae Hawkins attended the Family Education Center Open House at Four Rivers Community School.

Dick and Dawna Runnels' grandson, Brendan Runnels placed 3rd at the District wrestling tournament and place 2nd at State. His school, Caldwell, won their 1st ever State wrestling tournament. Congratulations to them all.



The ladies of Waldo Agencies met up on Friday, February 13th to have a Valentine Sock Exchange and lunch at 'The Neighborhood' in Nyssa. We traded fun socks, enjoyed each other's company, and discussed Wellness tips and successes from 2014.

Congratulations Phaedra from all of us at Waldo Agencies!!



On January 27, 2015 Phaedra Anderson, Risk Management Specialist was married to John M Starr, present were her daughters Rielly MacNeil and Alex MacNeil. "We were married on the beach in Kauai! It was absolutely wonderful and we all feel so blessed".