

JR HORIZONS

JAMES MADISON UNIVERSITY

SEPTEMBER 2014

For Your Benefit

ORP Open Enrollment

The month of October is open enrollment for the optional retirement plans. Beginning October 1, faculty members may elect to switch plan providers, with the change becoming effective January 1, 2015. The two plan providers are Fidelity and TIAA-CREF. If you are interested in selecting a different plan provider, please contact the Benefits Team at (540) 568-3593 to complete the necessary paperwork by October 31.

Virginia Retirement System Member Benefit Profiles (MBPs) Now Available for Plan 1 and Plan 2 Members

Your Member Benefit Profile (MBP) helps you chart your retirement strategy. This is your online benefits statement providing important information about your retirement and other benefits as of June 30, 2014, and you can find it in your [myVRS](#) online account.

View your MBP now. Go to www.varetire.org/myVRS to log in or create a secure online account.

Employees in the Hybrid Retirement Plan can look up account balance and other benefit information in [myVRS](#).

September – Life Insurance Awareness Month

September is Life Insurance Awareness Month and a good time to revisit the amount of life insurance coverage that you currently have on you and/or family members. As review, as a full-time employee, you are covered in the amount of twice your salary for natural death or four times your salary for accidental death at no cost. You may purchase additional optional life insurance coverage up to four times your salary at an additional cost to you, and also cover spouse and children under this plan. If you are interested in purchasing additional coverage, please contact a benefits representative at benefits@jmu.edu.



Human Resources is dedicated to customer service, a positive approach to change and the pursuit of excellence that promotes university and individual success.

Money matters are most likely important to each of us, whether it's developing a budget for the first time or planning for retirement. On **Thursday, October 9**, take advantage of the educational conference, **Money Matters**, being offered by JMU's Human Resources Benefits Team at the **Festival Conference and Student Center** from 9:00 a.m. – 5:00 p.m. to learn about the following topics:

- Do you and your family have a workable budget that you truly live by? If not, or if you need help getting started with the process, register for **Making a Usable Budget and Getting Out of Debt** TD1920 being held at 9:00 a.m. in Ballroom A
- Do you know the ABC's of the 457 account and the Hybrid Plan, including retirement basics and investing and how much the employer offers in matching monies? If not, register for **457 Accounts and the Virginia Retirement System Hybrid Plan** TD1921 being held at 11:15 a.m. in Ballroom B
- Do you know how to protect your Social Security number from fraud, become skilled at spotting phony phishing attacks in your inbox, how to shop safely online, and know what to do if you're a victim of fraud? If not, register for **Identity Theft - Who's Got Your Number?** TD1925 being held at 11:15 a.m. in Ballroom C
- Do you know the difference between stocks, bonds, or mutual funds and how a little common sense will go a long way in managing - and enhancing - your wealth? If not, register for **Investments 101** TD1922 being held at 1:00 p.m. in Ballroom B
- Do you know what happens to your state health insurance when you retire or coverage options that may be available to you as a retiree? If not, register for **Health Insurance - What to Expect with Retirement** TD1926 being held at 1:00 p.m. in Ballroom C
- Do you know how to build, manage, and maintain a great credit score? If not, register for **The Importance of Your Credit Score** TD1927 being held at 2:00 p.m. in Ballroom C
- Do you know the difference between pre-tax and after-tax retirement accounts, IRS limits, and which accounts offer the most advantages to you and why? If not, register for **403(b), Roth 403(b) and Roth IRA - Making Your Money Work For You** TD1923 being held at 2:45 p.m. in Ballroom B
- Do you know what to expect from Social Security and the future of the program in general? If not, register for **What You Need to Know About Social Security** TD1928 being held at 2:45 p.m. in Ballroom C
- Do you know the importance of having a will, a Power of Attorney, or an Advanced Medical Directive in place *before* anything happens? If not, register for **Estate Planning** TD1924 being held at 4:00 p.m. in Ballroom B
- Are you planning now for the growing cost of higher education for your children or do you know what programs are available now to save for this future expense? If not, register for **Virginia 529 College Savings Programs** TD1929 being held at 4:00 p.m. in Ballroom C
- Do you know the purpose of long-term care, the statistics supporting the need for this benefit, and what long-term benefits are available to you as a State employee? If not, register for **Long-Term Care** TD1930 being held at 4:30 p.m. in Ballroom C

These seminars are open to all full-time and part-time employees...it's never too early or too late to realize that **Money Matters!**

To register, simply visit the JMU Training and Development website at www.jmu.edu/training/development. **You must register for each session individually. Please feel free to attend as many sessions as you wish.** Lunch is on your own. Morning and afternoon snacks will be provided.

We look forward to seeing you on Thursday, October 9!

HR Consulting Services



The HR Consulting Services Team welcomes 5 new staff members!

Shea Tussing, HR Consultant. Shea joins us after several years of working at JMU with SWEC.

Andrea Kiser, HR Consultant. Andrea returns to HR after a few years away working in various HR roles in the community. Her most recent role was as a Human Resource and Safety Supervisor at Shenandoah Growers, Inc.

Jason Saunders, HR Consultant. Jason joins us after serving as an HR Generalist at Bridgewater College.

Samantha Day, HR Assistant on the Consultants Team. Samantha is new to the area, having recently relocated from Johnstown, PA.

Courtney Lear, HR Assistant. Courtney is a recent ('14) JMU grad and will be assisting Jason Saunders and Deanna Glass in serving our Facilities Management customers.

Celebrating Service Milestones

The 2014 Service Awards Ceremony for classified employees will be held on Thursday, October 16. Employees who are achieving a service milestone this year will receive their emailed invitation to this event in mid-September. The Faculty Service Awards Ceremony is being planned for February, 2015.

2014 Classified Employee Performance Evaluations due September 30

The annual performance cycle for non-probationary, classified employees runs October 25 through October 24 of the following year. The completed [Annual Performance Evaluation Form](#) is due in Human Resources, MSC 7009, no later than Tuesday, September 30, 2014. Supervisors should also attach the employee's completed [IPDP](#) to the evaluation form.

Please note: If rating an employee as an overall Extraordinary Contributor or Below Contributor, the [Acknowledgement of Extraordinary Contribution](#) or [Notice of Improvement Needed](#) (unless a Written Notice is on file) must be attached to the completed performance evaluation to support these overall ratings.

Contact your HR Consultant at (540) 568-2296 with questions about the performance evaluation process. <http://www.jmu.edu/humanresources/hrsc/hrrep.shtml>

The **Policy Change Notification Report** feature has been added to the [University Policy Committee website](#) to provide more timely and enhanced policy communication to students and employees. The current report lists all policy changes implemented between July, 2013 and June, 2014. Future policy change reports will be provided semi-annually.

Questions may be directed to Rick Larson, UPC Chair and AVP of HR, Training and Performance, larsonrd@jmu.edu or Kim Thompson, Assistant to the AVP, thompskf@jmu.edu.

What should YOU do if you experience, observe or receive a report of discrimination, harassment or sexual violence?

JMU is committed to providing an environment free from illegal discrimination and harassment for our students, employees and visitors to our campus.

All employees are invited to find out by attending in the workshop: [Ending Discrimination and Sexual Misconduct.: What you Need to Know About Discrimination, Harassment, and Title IX](#)

This workshop will provide information about the important policies and laws that protect all members of the JMU community and our visitors from harassment and discrimination.

We will provide you with resources to address each situation appropriately. You can lead the effort against sexual misconduct and discrimination. Please join us for this workshop or view the online module to learn more about this important topic.

New: There are now 2 ways to participate:

An in-person workshop offered through [Training & Development](#) or from the comfort and convenience of your own desk by accessing the online learning module located on the [Human Resource Compliance](#) website.

Payroll Dollars and Sense



Mailing Addresses in MyMadison

Payroll Services would like to remind employees to check their mailing address in MyMadison to ensure timely delivery of their W-2 document in January, 2015. Payroll Services will not mail W-2 documents to mail stop codes, JMU departments, JMU student P.O. boxes or to the JMU designated zip code of 22807 due to the confidential information contained in the documents. It only takes a minute to verify your address in MyMadison, but it may take the mail up to two weeks to return a W-2 document with an incorrect or invalid address. Reissue W-2 requests will be processed on a weekly basis starting Monday, February 9, 2015.

If you have questions related to verifying or changing your address in MyMadison, please contact Payroll Services, www.jmu.edu/payroll/, or (540) 568-6233.

Payroll Services would like to announce that Chris Jones is now the Direct Deposit Administrator, filling the vacancy left when Linda Black retired. Please contact Chris with any questions related to your direct deposit information. She can be reached at (540)568-3401 or jones5cm@jmu.edu.

As a result of Kathy Waybright's retirement, Robbie Ann Campbell has moved from a part-time to a full-time Payroll Transaction Analyst.

Payments to Non-Residents

When making payments to non-residents, please keep in mind that just because a foreign individual has a U.S. Social Security Number does not automatically mean that JMU can pay them for services or a honorarium. All payments for foreign nationals (i.e. non-residents), including services, honorariums and/or associated travel expenses, are subject to different policies and procedures. Before making formal arrangements to bring a foreign national to campus, sponsoring departments must determine whether it is legal to pay them, is the payment subject to tax, and what policies and procedures must be followed.

Please reference [Payments to Short-Term Foreign National Visitors](#) for detailed instructions and information.

Questions may be directed to Sherry Willis, Payroll Operations Manager, (540) 568-8034 or willissl@jmu.edu,

Parking Services Carpool Program provides commuters, faculty and staff or affiliates an opportunity to share one parking permit.

- ◆ Faculty/staff participation in the carpool program requires two to three participants at all times.
- ◆ The annual carpool permit fee is one half to one third of each faculty and staff member's payroll deduction according to their salary range.
- ◆ Carpool permits are sold and must be renewed on an annual basis.
- ◆ Participation in the carpool program requires the submission of a new payroll deduction form for each member of the carpool group.

Some additional details...

- Carpool permits cannot be purchased via the web. All participants must visit Parking Services (located on the ground floor of the Champions Drive Parking Deck) together to complete the registration application.
- In order to be eligible to participate in the carpool program, all members of the carpool group must return current parking permits (if applicable).
- Carpool permits are not transferable.
- Participants will receive one hangtag to be shared between vehicles and a bumper permit for each participant's vehicle. The hangtag must be displayed in conjunction with a corresponding carpool bumper permit to be valid.
- Participants will also receive three free scratch-off parking permits per semester for use on days when they cannot carpool due to scheduling conflicts, personal appointments, etc. Once a carpool participant's three free day permits have been utilized, he or she may obtain day permits at a reduced rate of \$4.00 per day at the parking office. Scratch-off permits must be completely scratched off and should be hung from the vehicle's rear view mirror. Carpool day permits must be displayed in conjunction with the corresponding carpool bumper permit to be valid.
- If a carpool participant alters or abuses a day parking permit in any way, day parking permits for all members of the carpool group will be revoked.
- A carpool vehicle displaying a bumper permit without the corresponding hangtag or scratch-off permit is subject to a parking citation.
- If any of the participants decide they no longer wish to carpool, they may re-establish their prior parking privileges and corresponding parking fee but all carpool permits will have to be returned prior to doing so.



<http://www.jmu.edu/parking/>

What's New in Information Technology

Microsoft Office Assessments

If you want to satisfy an Administrative Assistant Certificate Program (AACP) requirement, or the prerequisite for Intermediate level training in Microsoft Word, PowerPoint, or Excel, you can take a 20-28 question assessment through IT Training. The assessment is scheduled at your convenience. You receive credit for a score of 80% or better. Check out the appropriate [skills inventory](#) to determine if your work experience has covered the content, then email ittraining@jmu.edu or call 8-8046 to schedule a convenient time to take the assessment in the JMAC4 lab. IT Training also has a one-hour slideshow, Excel Refresh to Test, that reviews the 120 basic functions used in Excel. Use it to prepare yourself for the Assessment, or to review prior to attending an Intermediate level course. Contact ittraining@jmu.edu to request access.

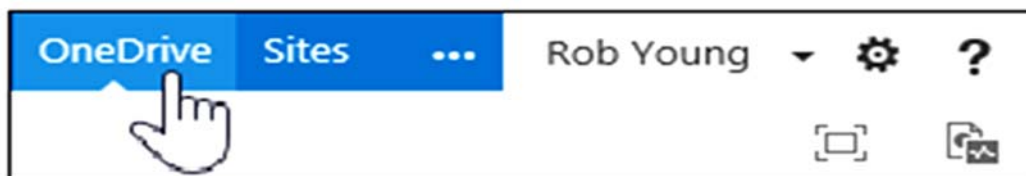
JMU 'OneDrive for Business'

One Drive for Business is an integral part of JMU SharePoint Services, and lets you access your most important documents from your desktop or from any device, anywhere! OneDrive for Business provides resources for organizing and storing files, and collaborating with other JMU users.

OneDrive for Business allows files to be viewed and edited online in a web browser using Microsoft Office Online. By using MS Office Online you can view and edit documents with other users at the same time using a PC, Mac or tablet. You can share files or folders with co-workers so you can collaborate on documents together. You may even share with colleagues and friends outside of JMU using their email address. And you can easily share a file with everyone at JMU by placing it in the 'Share with Everyone folder'.

All JMU faculty and staff are allocated 1 Terabyte of storage in the cloud. All files that you store in OneDrive for Business are private and only you can see them - unless you decide to share them.

To assist you with your file storage needs, a *Guidelines for Data Storage and Collaboration* is available. This guidance document supports university policy regarding data stewardship. To use OneDrive for Business - sign in using your full JMU email address (e-ID@jmu.edu) and password at <http://spsonline.jmu.edu>, select OneDrive (short for OneDrive for Business) in the header at the top right of the page. The OneDrive for Business is managed by JMU Information Technology.



For additional information about JMU OneDrive for Business visit <http://www.jmu.edu/computing/sharepoint>

University Health Center's Fall Flu Vaccine Clinic



Maxim Health Systems is providing the flu vaccine on campus
Monday, October 13, 9:00 a.m.- 5:00 p.m. at the University Health Center

(walk-in entrance which is on the corner of Mason Street and Martin Luther King Jr. Way—not the health center entrances in side the Student Success Center.)

Tuesday, October 14, 8:00 a.m.- 2:30 p.m. in the Festival Highlands Room

The cost is \$23 for a flu shot or \$40 for the FluMist nasal spray (ages 4-49).

Forms of payment accepted are cash, check, and credit card, but no flex.

The flu shots are **FREE** for Aetna and Anthem members with insurance card in hand.

Picture a substance abuse prevention **toolbox** available to JMU students. Some of the tools in that toolbox are **alcohol-free university events and programming**.

In addition to arts, athletics, and student organizations, JMU provides students a ton of alcohol-free things to do through University Recreation (UREC) and University Unions, its Office of Student Activities and Involvement, and the University Program Board (UPB).

Why is this important to you? Increasing awareness among faculty and staff about the substance abuse prevention tools and resources available for students can help in two ways:

- Increase awareness in the community about JMU's substance abuse prevention efforts for its students
- Empower faculty and staff to be involved and serve as points of access for students in need of referral

Please bookmark jmu.edu/toolbox to see more substance abuse prevention tools and resources available to students. Download and print a toolbox reference sheet to keep handy. And contact the University Health Center at uhcsap@jmu.edu or 540-568-3317 for more information.



Lactation rooms available for staff, faculty, and students in Health Center

The [University Health Center](#) has two lactation rooms available to students, faculty, and staff from 8am-5pm on the second floor.

The University Health Center is located in the [Student Success Center](#) at [724 Mason Street](#).

One lactation room accommodates two with two desks, chairs, and computers separated with a privacy curtain and includes a microwave for sterilizing pump equipment, and a refrigerator. The other lactation room accommodates pumping or breastfeeding.

Both lactation rooms are quiet, private rooms with a lockable door, clocks, parenting magazines, low lighting available, and are across the hall from restrooms.

Contact [Kristina Blyer](#) or call the University Health Center at 540-568-6178 to reserve a lactation room.

There is a drop-off circle drive and bike rack at the walk-in entrance of the University Health Center on the corner of Mason Street and Martin Luther King Jr., Way, and there are bus stops at Miller Hall, the Mason Street entrance of the Student Success Center, and across Martin Luther King Jr., Way.



Special Offers for State Employees!

Several limited time offer discounts are now available for Commonwealth of Virginia employees . For example, Great Wolf Lodge in Williamsburg is offering a 15 percent discount for the remainder of the year.

These and other state employee discounts may be viewed at

www.dhrm.virginia.gov/employeediscounts.html.

UPCOMING BOOK CLUB SELECTIONS

October 2014

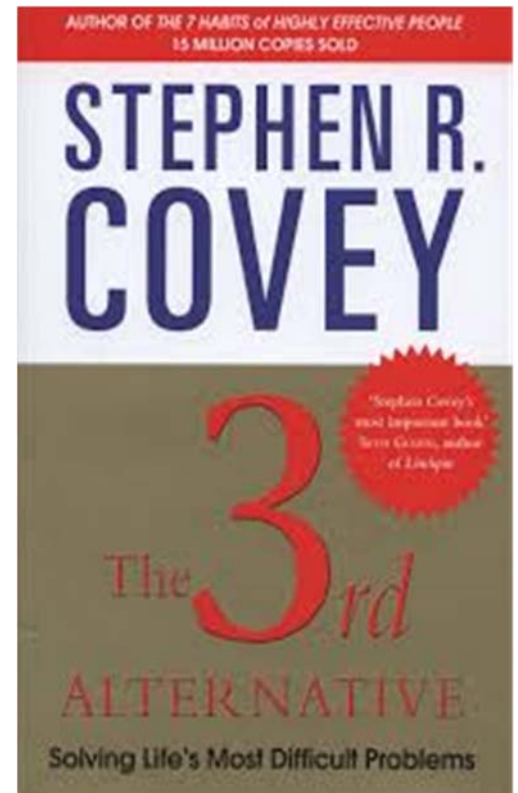
The 3rd Alternative: Solving Life's
Most Difficult Problems
by Stephen R. Covey

Session Information:

TD1854

Friday, October 17, 2014

11:00AM - 12:00PM



Register to attend these workshops in MyMadison. Participants are encouraged to read these selections before attending the discussion. Copies of the books may be available in the Training and Development Professional Development Resource Collection. Contact Lindsay Carlin at 568-4104 or carlinle@jmu.edu to borrow one.

November 2014

If It Wasn't For The Customers I'd
Really Like This Job
by Robert Bacal

Session Information:

TD1855

Friday, November 21, 2014

11:00 AM – 12:00 PM



The JMU **LGBTQ** Employee Group is a social, educational, and advocacy group affiliated with JMU whose purpose is to create a safe, welcoming, and fun working environment for LGBTQ individuals employed at JMU. Group members consist of all employee classes from wage and part-time to classified and faculty members.

Employees interested in group activities should head to <http://www.jmu.edu/lgbtfacultystaff/>.

To join the Group listserv, send a message to LGBTQatJMU@gmail.com.

Straight allies welcome!



Introducing C3 Career, Community, Connection

The Office of Human Resources is pleased to introduce our newest Recruitment and Employment initiative: **C3 – Career, Community, Connection.**



C3 is designed to be a gateway to campus and community for new faculty, staff and their families who have relocated to the area. It is administered

by Renee Reed, Employment Outreach Specialist.

The Office of Human Resources developed this program to complement departmental recruiting and retention efforts. Workforce data shows that the ability of a relocating new employee's spouse or partner to find employment, and for the family to become engaged in the community, are crucial elements in the recruiting, onboarding and ultimately retaining the employee. C3 offers advantages to hiring managers, search committees and new employees.

The primary goal of the program is to ease the transition of new employees moving to our community by providing essential support in two key areas: **Dual Career Services and Community Connection.** continued on page 12

Introducing C3 – Career, Community, Connection Continued

Dual Career Services are offered to help jumpstart a new employee's spouse/partner's local job search. Consultation and support are provided through the Employment Outreach Specialist. Available services include:

- ◆ Referrals to job networking and career development resources
- ◆ General information on employment in the region
- ◆ Job search guidance, resource and contact information on employment opportunities at local/regional employers
- ◆ Assistance with resume writing and interview preparation
- ◆ Guidance in applying for positions at JMU and navigating the JobLink website in accordance with JMU hiring policies and procedures

Community Connection is designed to reduce the stress of moving by providing basic useful information for prospective or new employees. Renee is available to answer questions and offer referrals relating to the surrounding community, including housing; child care services; local schools; area maps; local and nature attractions; local dining; sports and recreation; and downtown information.

All C3 services can be tailored to meet the individual needs of the employee and their families. New employees can seek assistance on their own, or a department may refer a candidate or new employee to us. Renee can also provide departments with community and dual career resources and materials to give to potential new hires who request it. These materials include personalized folders of campus and community information that can be given out during the interview process or upon hire.

For a complete description of the program including eligibility requirements, online resources and information for search committees and hiring managers, visit our website at <http://www.jmu.edu/humanresources/recruitment/c3> or contact Renee Reed, Employment Outreach Specialist at (540) 568-7203 or reedra@jmu.edu.

SPOTLIGHT ON ENVIRONMENTAL STEWARDSHIP

Contributors: Abe Kaufman, Energy Conservation & Sustainability Manager; Lee Eshelman, Transportation Demand Management Coordinator; and Amanda Bodle, Program Coordinator for the Office of Environmental Stewardship and Sustainability

Throughout the summer, campus has continued to transform due to significant progress on a number of construction projects that include environmental stewardship components.

JMU Student Success Center

The 250,000 square foot Student Success Center will be home to 20 different departments with offices for nearly 300 faculty and staff. The building will be submitted for the U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED) Gold Certification. JMU's participation in LEED Certification illustrates the University's commitment through design and construction practices to conserve resources while minimizing negative environmental impacts of buildings and improving occupant health and well-being. The building will include a number of energy conserving features such as high efficiency fluorescent and LED lighting, demand controlled ventilation, occupancy sensors and a high reflectivity roof membrane to reduce cooling loads. The combination of these features is expected to save the University an estimated \$70,000 per year in energy costs compared to a traditionally designed building.



Bicycle Pedestrian Master Plan

JMU recently completed a comprehensive Bicycle and Pedestrian Master Plan to realize the benefits of an interconnected system both within the JMU campus and externally. The Master Plan includes a comprehensive system of bicycle and pedestrian routes, bicycle racks, signage and other facilities to accommodate, encourage and enhance the safe and convenient use of bicycling and walking on the JMU campus.

Environmental benefits of decreased single-occupancy vehicle use are anticipated and being analyzed.



Implementation of the Bicycle and Pedestrian Master Plan began this summer with the construction of a portion of the Bluestone Trail through the R2 Parking Lot. The City of Harrisonburg is continuing the construction of the Bluestone Trail through Purcell Park with a connection to Stone Spring Road. JMU will construct a multi-use path (i.e. pedestrian and bicycle) across the top of the dam to Sonner Hall and along the western side of Newman Lake connecting to the Greek Row Service Drive.



Newman Lake

The University began construction on Newman Lake in May, primarily to bring the dam into compliance with dam safety regulations. A number of water quality improvements will also be taking place in conjunction with this project, which is scheduled to be completed in December. Transportation improvements associated with the project include the extension of the turn lane across the top of the dam and the construction of a 10' wide multi-use path ending at Sonner Hall.

Farmers Market Comes to Campus!



Market dates are **Wednesdays in October**

October 1 October 8 October 15 October 22

All markets are **open 9 a.m.- 4p.m.** on the **Warren Patio**

Cash, Dining Dollars, and Flex are accepted

Some vendors accept credit cards

Meal Plans Provide JMU Employees a **45% Discount**

It's true! JMU faculty, staff and affiliates qualify for Faculty/Staff Meal Plans that provide a top-notch lunch that's affordably priced. But what's this about a 45% discount? Read on.

A Meal Plan is **Affordable and Convenient**

- ◇ The price of your Faculty/Staff Meal Plan didn't increase! A bundle of 15 meals still costs \$96—only \$6.40/meal. At the all-you-care-to-eat facilities (D-Hall, E-Hall, Mrs. Greens and Let's Go Local), that's **45% less than the door price!**
- ◇ You'll also get a great deal at Bistro 1908 in the new Student Success Center, Market One, PC Dukes, Top Dog, Festival or Corner Bistro at Memorial Hall, where a meal plan covers Duke Deal combos (considered one meal no matter the menu price) or a \$5 meal equivalency.
- ◇ You can pay for your meal plan by credit card, check or FLEX. Full-time JMU employees also can purchase a meal plan through payroll deduction.

For additional savings, join the dining discount program exclusively for JMU Faculty and Staff!

Purple & Gold Perks is Dining Services' way of expressing gratitude for everything you do to support the JMU Community. Please email finlinij@jmu.edu to join!

PURPLE & GOLD PERKS

Exclusive JMU Faculty/Staff On-Campus Dining Discount Program

FALL 2014 DEALS & DISCOUNTS



Mondays: Get a free small coffee with the purchase of any large muffin



Tuesdays: All coffee sizes available for the price of a small coffee at any Express Market



Wednesdays: From 3-6pm, buy any large Sbarro® pizza & get one free (OF EQUAL OR LESSER VALUE)



Thursdays: Receive a free drink with any purchase



Fridays: Free dessert at Madison Grill with a purchase of an entree

Catering: Get a free 12-pack of soda when you pick-up an order!

Just mention this deal! Order online at <https://jmucatering.catertrax.com> or call 568-6637

Scan Here
to visit Catertrax
and place your
order online



MONTHLY PROMOS

- **AUGUST/SEPTEMBER @ Einstein Bros. Bagels:** Get a FREE regular fountain beverage or regular coffee with any sandwich purchase.

Plus all Purple & Gold Perks members will be entered into a monthly drawing for two free dining vouchers (\$10.50 value each)

Love our residential restaurants - D-Hall, E-Hall, Mrs. Greens and Let's Go Local? Save money and time! Enjoy our faculty/staff meal plan - just \$96 for 15 punches to use all semester. You can even buy with payroll deduction!

Questions? E-mail dining@jmu.edu.

Bistro 1908 Pimento Cheese

Dining Services has just opened three exciting locations in the new Student Success Center: Dunkin' Donuts®, Grace Street Market with Vietnamese Express, and Bistro 1908, which offers Italian options—with pasta made daily on site—a chophouse and scrumptious desserts.

Location Manager Reese McClanahan shares the recipe for the pimento cheese that is featured in Bistro 1908's Grilled Pimento Cheese, which is served with tomato soup for dipping. The following is a single-serving recipe that can easily be doubled—or quadrupled!—as it becomes a family favorite.

- 1/8 teaspoon minced fresh garlic
- 1/4 teaspoon kosher salt
- 1/4 teaspoon black pepper
- 2 1/4 teaspoon mayonnaise
- 1/2 teaspoon diced roasted red pepper (pimento)
- 3 oz. shredded sharp cheddar cheese
- 1/2 teaspoon chopped red onion
- 1/2 teaspoon cider vinegar
- 1/8 teaspoon hot sauce (tabasco)
- 1/2 teaspoon sugar

Mix all ingredients together, adding more mayonnaise as needed. Spread on Texas toast or top your favorite burger. Store at 36–41 degrees.

Yield: 1 serving. Recipe can be doubled, tripled, etc.

