

February 2010

WINTER EDUCATION SERIES

March 5, 2010

Quality Inn & Suites (I-71 at Exit 165) in Bellville, Ohio

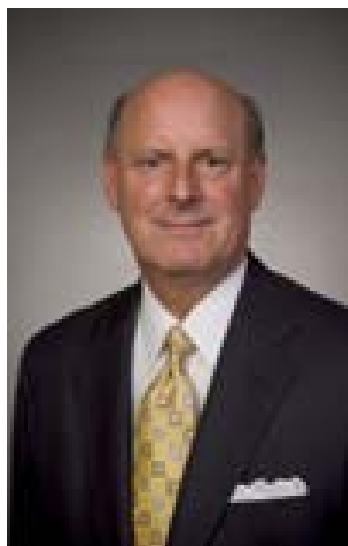
This year there is something for everyone. We are going to have multiple speakers on multiple topics, all related to helping you run your business **BETTER** and obtain **NEW BUSINESS**.

8:00 a.m.

REGISTRATION

10:00 a.m. – 11:15 a.m.

EMPLOYMENT LAW & INDEPENDENT CONTRACTORS (Attend this Session Live or via Webinar)



There will be a general overview about the Employment Law Issues that every business needs know. Proposed changes in employment law and its potential impact on you will also be discussed. Also, there will be an in-depth review of the issue of Independent Contractor or Employee. Many employers have opted for hiring “independent contractors” instead of traditional employees to lower costs. Unfortunately, many employers misclassify employees as independent contractors when, in fact, they are true employees. Government agencies are well aware of the tactic and are more closely scrutinizing these relationships. The Ohio Attorney General has made it a priority issue and the Bureau of Workers Compensation is looking closely at this issue. Also, employers sometimes erroneously believe that they can avoid liability for employee claims if they contract for workers through a temporary service or leasing agency. Unless the relationship between the parties is carefully structured, however, employer obligations and liabilities are not escaped. Learn the difference between employees and true independent contractors and how you can effectively create independent contractor relationships without incurring liability of when an individual is considered an independent contractor and when they are considered your employee.

Both morning seminars are available via **Webinar**, an easy to use hybrid web conference & phone conference service!

Continued on page 2

GOOD HUMAN RESOURCE PRACTICES

Bob Dunlevey will be conducting this session as well. Recognize the 14 biggest human resource mistakes most frequently made by employers and how to avoid those using proven, cutting edge tactics. Employment litigation can derail even the best company. The cost and time involved in defending your company well justifies your time in attending this practical presentation. From terminating employees properly to more effectively handling costly workers' compensation claims, you will learn proven strategies that will save you money.

11:30 a.m. – 12:00 noon



OHIO PRIVATE WATER SYSTEM RULE CHANGES

The Ohio Department of Health is proposing significant rule changes to the Ohio Private Water Systems Rules. Ohio Health Department Water Program Director Rebecca Fugitt will be in attendance to speak on how the rule changes will impact Ohio Water Quality Association Members.

12:00 Noon – 12:45 p.m.

LUNCH

1:00 p.m. – 2:00 p.m.



WQA TECHNICAL UPDATE

Water Quality Association Technical Director, Joseph Harrison, PE, CWS-VI will be joining us by webinar to give us a technical update, an overview as to issues facing Water Quality Association members across the country, and an update on general activities of the Water Quality Association.

FOUR GREAT TOPICS IN JUST ONE DAY; AS WELL AS NETWORKING WITH YOUR INDUSTRY PEERS!!!

RESERVATION AND SPONSORSHIP FORMS CAN BE FOUND ON PAGES 3 and 4!

THERE IS LIMITED SPACE SO GET YOUR REGISTRATION IN!



WINTER EDUCATION SERIES

Registration Form

Quality Inn & Suites (I-71 at Exit 165, Bellville, Ohio)
March 5, 2010

COMPANY: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

PH: _____ FX: _____

The following individuals will be in attendance:

_____	<input type="checkbox"/> via webinar Email: _____	<input type="checkbox"/> at location
_____	<input type="checkbox"/> via webinar Email: _____	<input type="checkbox"/> at location
_____	<input type="checkbox"/> via webinar Email: _____	<input type="checkbox"/> at location
_____	<input type="checkbox"/> via webinar Email: _____	<input type="checkbox"/> at location

The cost is \$65.00 per person for Live Attendance and \$50.00 per person to join via Webinar.

Optional Donation to OWQA Scholarship Fund = \$ _____

TOTAL = \$ _____

MAKE CHECK PAYABLE TO OWQA & SEND IT ALONG WITH THE REGISTRATION FORM OR FILL OUT THE CREDIT CARD INFORMATION BELOW:

[] VISA [] MASTERCARD [] AMERICAN EXPRESS

CARD NUMBER _____ EXP. DATE _____

NAME APPEARING ON CARD: _____ BILLIN ZIP CODE _____

If you are participating via Webinar, the necessary phone number, web address, and handouts will be emailed prior to the start of the seminar.

Return this form to:
OWQA, 2077 Embury Park Road, Dayton, OH 45414 or FX: 937-278-0317



WINTER EDUCATION SERIES Sponsorship Form March 5, 2010

Several new sponsorship levels are available to you to promote your business to OWQA Members! Here's what we will provide to sponsors for your investment:

- Advance recognition in the OWQA newsletter
 - One free seat at the seminar so that you can be there to share the experience
 - Introduction of all sponsors before the program begins
- The opportunity to distribute literature and/or promotional items to the audience

COMPANY: _____

CONTACT NAME: _____ EMAIL: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

PH: _____ FX: _____

SPONSORSHIP OPPORTUNITIES :

- Breakfast Sponsor \$250.00
- Lunch Sponsor \$250.00
- Nametag Sponsor \$150.00
- Handout Sponsor \$150.00

MAKE CHECK PAYABLE TO OWQA & SEND IT ALONG WITH THE REGISTRATION FORM OR
FILL OUT THE CREDIT CARD INFORMATION BELOW:

[] VISA [] MASTERCARD [] AMERICAN EXPRESS

CARD NUMBER _____ EXP. DATE _____

NAME APPEARING ON CARD: _____ BILLIN ZIP CODE _____

We will print the contact information above in the newsletter. You also are entitled to a description of the products or services that your company offers. Please provide that information below:

(Questions? Contact Bob Pope or Valerie Dahlberg at the OWQA office.)

Return this form to: **Ohio Water Quality Assn.**
2077 Embury Park Road
Dayton, OH 45414
FX: 937-278-0317

Additional resources available at:

www.aopa.org

**American Institute of Certified
Public Accountants**

www.bbb.org

Better Business Bureau

To report tax fraud and abusive preparers to the nearest IRS office, call the toll free number: 1-800-829-0433

Recursos adicionales disponibles en:

www.aopa.org

**Instituto Americano de Contadores
Públicos Certificados**

www.bbb.org

Better Business Bureau (en Inglés)

Para reportar fraude tributario, y preparadores abusivos a la oficina del IRS más cercana, llame al número gratuito: 1-800-829-0433

How to Select a Return Preparer

TIPS FROM THE IRS

Cómo Seleccionar un Preparador de Declaraciones

CONSEJOS DEL IRS



Department of the Treasury
Internal Revenue Service

www.irs.gov

Publication 4450 (E) (08/05-2007)
Catalog Number 40564E



Every taxpayer is legally responsible for all the information entered on a tax return. Tax evasion is risky and is a crime, which can be punishable by a maximum of five years in prison and a fine of \$250,000.

It does not matter who prepares the return, the taxpayer is ultimately responsible. Be sure you carefully choose your return preparer.

Remember:

- The law requires a paid preparer to sign the return and complete the information in the space provided for paid preparers.
- The preparer is required to provide you with a copy of the return.
- Check all information: name, address, social security numbers, ITIN numbers and be sure you understand all the amounts before you sign.
- Never sign a blank return, or sign a return in pencil.
- You can file a power of attorney with the IRS and request the IRS send a copy of any correspondence to your preparer, or request that your refund check be sent to your preparer; even though only you can sign and cash the refund check.
- Check out who will prepare your return before contracting the service. Avoid businesses who delegate the work to an employee who did not interview you and may lack information necessary to prepare your return correctly.
- Select a preparer who will be available to assist you in the future, in case you receive correspondence from the IRS or your return is selected for audit.
- Avoid preparers who guarantee they can obtain a larger refund than other preparers. If your return is prepared correctly, any preparer should arrive at similar numbers.
- Check out your preparer's history with the Better Business Bureau, and state agency for certified public accountants, and the state attorney general's office.
- Check your preparer's credentials, and insure the preparer meets your specific needs: enrolled preparer, public accountant or tax attorney.
- Check if your preparer is affiliated with a professional organization, and if that organization provides or requires their members to obtain continuing education and requires they adhere to a code of ethics.

Todo contribuyente es legalmente responsable por la información que aparece en la declaración de impuesto. Evadir impuestos es riesgoso y es un crimen, el cual puede ser castigado por un máximo de cinco años en prisión y una multa de \$250,000.

No importa quién prepare la declaración, el contribuyente es el responsable. Elija cuidadosamente a su preparador.

Recuerde:

- La ley requiere que el preparador firme la declaración y provea información requerida en el espacio del preparador pagado.
- El preparador deberá entregarle copia de la declaración.
- Revise los datos: nombre, domicilio, números de seguro social, números ITIN, y asegure que usted entiende dichas cantidades antes de firmar.
- Nunca firme una declaración en blanco, ni con lápiz.
- Mediante un poder legal entregado al IRS, puede solicitar el IRS envíe copia de su correspondencia a su preparador, o solicitar su cheque de reembolso sea enviado a su preparador; aunque solamente usted puede firmar y cobrarlo.
- Investigue quién preparará la declaración antes de contratar el servicio. Evite negocios que deleguen el trabajo a algún empleado quien no le entrevisto y quizás no cuente con la información necesaria para preparar su declaración correctamente.
- Elija un preparador que esté disponible en el futuro, en caso que el IRS le envíe correspondencia, o su declaración sea seleccionada para una auditoría.
- Evite preparadores que garantizan poder obtener un reembolso mayor que otros preparadores. Si su declaración es preparada correctamente, todo preparador deberá coincidir en números similares.
- Investigue el historial del preparador con la Agencia de Mejores Negocios (Better Business Bureau), la asociación estatal de contadores, y la asociación estatal del procurador general.
- Asegure que el preparador tiene las credenciales adecuadas conforme a su situación: preparador inscrito, contador público, o abogado tributario.
- Investigue si el preparador está afiliado con alguna organización profesional, la cual provee o requiere a sus miembros educación continua y que cumplan con un código de ética.



ADVERTISE WITH OWQA

NOW WE ARE OFFERING AN EXCITING NEW WAY TO GET THE MOST FOR YOUR ADVERTISING DOLLAR.

As you know, the top 20% of the industry sell 80% of the jobs. OWQA gives you access to that 20% of the industry. Look over the following advertising opportunities and select the one that HITS THE MARK for your audience!

Advertise in the quarterly NEWSLETTER at the following rates:

	MEMBER	NON-MEMBER
1 page once a year	\$130.00	\$160.00
1 page 2 times a year	\$240.00	\$270.00
1 page 3 times a year	\$350.00	\$380.00
1 page 4 times a year	\$500.00	\$600.00
1/2 page once a year	\$100.00	\$130.00
1/2 page 2 times a year	\$195.00	\$225.00
1/2 page 3 times a year	\$285.00	\$315.00
1/2 page 4 times a year	\$390.00	\$420.00
1/4 page once a year	\$75.00	\$105.00
1/4 page 2 times a year	\$140.00	\$170.00
1/4 page 3 times a year	\$210.00	\$240.00
1/4 page 4 times a year	\$270.00	\$300.00
1/6 page once a year	\$60.00	\$90.00
1/6 page 2 times a year	\$110.00	\$140.00
1/6 page 3 times a year	\$165.00	\$195.00
1/6 page 4 times a year	\$220.00	\$250.00
Business card size once a year	\$45.00	\$75.00
Business card size 2 times a year	\$85.00	\$115.00
Business card size 3 times a year	\$125.00	\$155.00
Business card size 4 times a year	\$150.00	\$180.00
Insertion Ad (11" x 17") once a year	\$250.00	\$280.00
Insertion Ad (11" x 17") 2 times a year	\$480.00	\$510.00
Insertion Ad (11" x 17") 3 times a year	\$720.00	\$750.00
Insertion Ad (11" x 17") 4 times a year	\$960.00	\$1000.00
Insertion Ad (8 1/2 x 11) once a year	\$150.00	\$180.00
Insertion Ad (8 1/2 x 11) 2 times a year	\$280.00	\$310.00
Insertion Ad (8 1/2 x 11) 3 times a year	\$440.00	\$470.00
Insertion Ad (8 1/2 x 11) 4 times a year	\$580.00	\$610.00

One Classified Ad per year will be FREE to Members. Additional Classified Ads can be placed for \$.60 per line per issue.

To Submit ***YOUR*** Ad, fill out the Advertising Contract and contact Rachel at 937-278-0308 or 888-294-0084 or owqa@assnsoffice.com



2077 Embury Park Rd.
Dayton, Ohio 45414

SAVE THE DATE!

THE OHIO SAFETY CONGRESS & EXPO

March 30 - April 1, 2010

Greater Columbus Convention Center

The Ohio Safety Congress & Expo is one of the finest occupational safety and health events in the Midwest. The event will offer dynamic keynote speakers, a variety of educational sessions and displays of occupational safety and health products.

Free registration makes the Ohio Safety Congress a valuable tool for your injury prevention program.

- Reduce training costs for you and your employees.
- Earn free CEUs for accreditation and BWC discount programs.
- Save on registration fees and out-of-state travel expenses.
- Fewer injuries mean lower workers' compensation costs.
- Choose from 150 educational sessions to help your business save lives and save money.

FREE REGISTRATION BEGINS FEBRUARY 1, 2010!

For all the latest, visit:

<http://www.ohiobwc.com/employer/programs/safety/schedule.asp>