

December 2009

PRESIDENT'S MESSAGE

Shawn Massie - Aqua Systems

As the incoming OWQA President, I would like to say thank you to the membership and the Board for allowing me the opportunity to represent the Association and the industry in 2010.

I have happily been in the water quality business for the past 25 years. This fortunate opportunity first came about when I was working as a cabinet maker and became laid off. I was then employed by National Soft Water where I was hired to paint and do general maintenance around the office and warehouse. What started off as temporary employment led me to the career I know and love today. I worked my way up in the company and was there for 13 years. After the company was purchased by Enting, I left and went to work as a sales representative in the OEM side of the business. For the past seven years I have been the Eastern OEM Sales Representative Aqua Systems.

My years of experience in and respect for the industry inspire me to make our futures the best they can be. As your President in 2010, I would like to see OWQA increase educational and training seminars for our dealers and our sales reps. With the economy in a slump that looks like it will stick around for a while, we need to take advantage of and create learning opportunities for our members that will help them increase profitability and decrease waste in these trying times. Frequently check the OWQA Website and keep an eye out in future newsletters and mailings for these valuable opportunities. Now is the time to take full advantage of your association membership. This Association belongs to you, the members, so if you have any ideas or concerns that should be shared amongst colleagues, please do not hesitate to contact me or the Association Office.

I look forward to a successful year and to serving the membership to the best of my ability. I wish you all a safe and happy holiday season, and of course, a prosperous new year.

COLUMBUS BUSINESS FIRST

Monday, December 14, 2009

Columbus Water Gets Mediocre Rating

A study by the Environmental Working Group ranks the tap water supplied by the city of Columbus 75th among 100 communities of more than 250,000 residents. The examination judged the cities on pollutants found in the water.

Eight chemical were found in Columbus' water supply, the group said, with the researchers' biggest concern focused on phosphorus, a pollutant often discovered in wastewater discharge and a chemical in fertilizers. Arlington, Texas, had the cleanest water system, according to the study, and Pensacola, Fla., had the worst. Among Ohio's largest cities, Columbus' water quality lagged that from Cincinnati, which was 16th on the list, Akron (30th), Toledo (35th) and Cleveland (72nd), the report stated.

The rankings were based on the number of contaminants identified since 2004, the percentage of contaminants found and the highest average level for an individual pollutant, relative to legal limits or national average amounts. The data was provided to the Environmental Working Group by the Ohio EPA. None of the contaminants found in Columbus' tap water exceeded legal limits in 2009, the report said, but all were above health guidelines. The Environmental Working Group is an advocacy organization that gets involved in environmental, agriculture, human health and land use issues.

2009 ANNUAL MEETING

OWQA

OHIO
Water Quality
Association

FEATURED SPEAKER



Antonette Lucente
Blue Gill Consulting Group

At this year's Annual Meeting, Antonette Lucente spoke on two very powerful topics.

The first topic was "Working ON your business and not IN your business: Why Most Businesses Don't Work". Those that attended the seminar were introduced to a concept that may have possibly changed the fundamental way they do business. Antonette taught attendees that no matter how large or small your business is, it is important to remember that your business is simply a reflection of who you are. If you are sloppy, the business will be sloppy. If the information you need to change your business and become more profitable is missing, your business will reflect that limitation. If you are disorganized, your business will be disorganized. So if your business is to change—as it must to be successful—you must change first. Because if you don't change your business will never be capable of giving you what you want. But

once you change, your business will change as well as prosper.

The second topic was "Planning for the End of the Recession: What Got You Here Won't Get You There". Attendees engaged in a fast-paced discussion on what it takes now to Plan for the End of the Recession and operate in a changed financial world. Discussions included; What is important now to your banker? What kind of financial information is needed now? How will you position your business with your banker to ensure performance on your obligations?

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ATTEND TO YEAR-END LEGAL MATTERS **- Your Checklist -**

2009 is coming to an end and for most of you that means the end of your fiscal year as well. Don't let the holiday season frenzies cause you to neglect year-end business affairs. Here is a handy checklist of some things you need to consider.

- Schedule your annual corporate meetings for shareholders and directors; give notice in accordance with your bylaws/code of regulations; set the agenda for the meeting
- Review your corporate minute book to make sure it is up-to-date; are last year's minutes in there and are they signed? Did the minutes call for certain actions to be taken during the year and have these items been accomplished?
- Has there been a change in the officers, directors or shareholders? Do the corporate records reflect those changes? Do others need to be elected?
- Are there shares of stock needing to be transferred or canceled? Is your share ledger in the back of the minute book up-to-date?
- Is the statutory agent designated to receive important papers current and on file with the Secretary of State? – check the State's website at www.sos.state.oh.us
- Is your corporation in good standing with the State? – check the State's website
- Is the corporation doing business in any other state? Is it appropriately registered and meeting the requirements to do business in those states?
- Is the annual financial report, including a balance sheet, statement of profit and loss and surplus, and an opinion of the financial position of the corporation being prepared?
- Do the corporate records verify payments of salaries versus bonuses and dividends? – the IRS can contend that payments to corporate officers or employees or shareholders are not deductible dividends and that payments to its officers who are not shareholders are not deductible – better assure the proper classification of such payments by identifying the payments as deductible compensation and consider identifying the justification
- If no, or nominal, dividends are to be paid, and your corporation has a large amount of accumulated earnings, do the minutes include a statement of the reasons why the earnings are being retained?
- Have you changed financial institutions during the year and not noted it within the corporate records? Are those who are authorized to sign checks still the appropriate names and are the appropriate corporate resolutions contained within the minute book?
- Do you have a buy/sell agreement which regulates and restricts the transfer of shares so you don't end up with an unwanted "business partner?" Have you updated the valuation information which sets the price for which shares are repurchased? Has the buy/sell agreement been amended to include new shareholders?
- Are your benefit plans, such as retirement, profit sharing, medical reimbursement, Section 125 or 401(k) plan, appropriately documented within the corporate records and in full compliance with the law? Are the summary plan descriptions you give to employees up-to-date?
- Have you consulted with your CPA regarding year-end matters, such as tax incentives for such things as equipment purchases, you still may wish to take advantage of before year-end?
- Have you evaluated the cost of your workers' compensation program? Have you shopped for enrolment in a workers' comp group that provides good savings (discounts) and effective third party administration? Have you gone online and looked at your claims history at www.ohiobwc.com to identify your major claims? Have you met with your workers' comp attorney to devise a plan to eliminate costly claims from your experience and reduce your premiums?
- For those key employees hired this year, do you have employment agreements in place addressing such things as non-disclosure of confidential information and non-competition? It's not too late.
- Have you reviewed your general liability insurance and other business coverage with your agent to ensure proper, cost effective coverage?
- Are your licenses to do business in various locales current?

Dust off those corporate records and make sure that everything is ready for 2010. If you need legal assistance in your business affairs, take advantage of your legal services plan and contact **Bob Dunlevey at Dunlevey, Mahan & Furry (937) 223-6003.**



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>