



NAEDA Update

NORTH AMERICAN EQUIPMENT DEALERS ASSOCIATION e-newsletter

Wednesday, September 25, 2013

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Legislative & Regulatory News

ACT NOW to Save LIFO

As you probably know, after the August Congressional recess, Ways and Means Committee Chairman Dave Camp began holding closed-door meetings with his Republican Committee members to discuss their tax reform options. These meetings apparently included substantive discussion of the possible provisions of a tax reform bill, complete with PowerPoint presentations.

Because the meetings have been private, we have no certain information on the issues they have discussed and/or decided. While we do not have authoritative information, we have heard from a disturbing number of sources that the Committee is almost certain to include LIFO repeal in their legislative proposal.

LIFO Coalition members, of which NAEDA is one, have met –often several times –with Members of the Ways and Means Committee and/or their staff to discuss LIFO. Nevertheless, we have heard that even some of our most committed LIFO supporters believe that repeal in some form will be included in their reform proposal.

It's possible that the Committee will produce a "paper" – a draft proposal in some form – within a few weeks. Therefore there is a very limited window of opportunity within which to convince Committee Republicans to exclude LIFO repeal from their reform legislation.

This may not be the right time to initiate a broad grass roots campaign targeting the whole House of Representatives, but it is exactly the right time to get dealers activated to contact the Republican members of the House Ways and Means Committee. And it may be our last opportunity to try to get LIFO repeal removed from their tax reform proposal.

If you are a dealer with operations in the districts of the Ways and Means Committee, please contact your representative as soon as possible. Remind them of the harm that LIFO repeal would do to your company. Provide as much detail as possible – the Committee members need to see the real impact of repeal.

Here is a list of the GOP members of the Committee with a brief geographical description of each district and the zip codes for each. To access this list, go to: <http://www.naw.org/files/ZipsList.pdf>

Here is a sample letter that you are welcome to use to contact your representative. Below is also some talking points you should find them helpful if you need them. You can access those documents here:

****Talking Points:**

<http://www.naw.org/files/TalkingPoints.pdf>

****Sample Letter:** [sample letter in word](#)

Please contact your members ASAP – we have a very short window of opportunity to persuade the GOP members of the Committee not to repeal LIFO. If they do include LIFO repeal in their initial legislative

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From the NAEDA Office

Where's the Beef?

By Mike Williams

Do voters want a Congress genuinely concerned about dealing with real-life issues or will they settle for a pretend version?

On Monday, August 5, the scientists at Dr. Mark Post's laboratory at the Maastricht University in the Netherlands cooked the world's most expensive hamburger. It was made from meat grown in petri dishes in his lab for an event they hoped will change the way the world sees food.

Starting with stem cells extracted from a biopsy of a cow, Post's team grew 20,000 muscle fibers over the course of three months. Each tiny, hoop-like fiber grew in an individual culture well, suspended in a gel-like growth medium.

proposal, it will be a much more difficult challenge to get it removed.

Also, as the draft letter says, it's very important that you explain to your Committee member exactly how LIFO repeal would impact you. We need to make it clear to the Committee Republicans that LIFO repeal would have a negative impact on the economy – that it would cause job loss and slow economic growth.

Please act on this today. We have successfully prevented repeal since it was first proposed in 2006, but this is the most serious challenge we have faced since then concerning LIFO.

WRRDA Passes Committee

The House Transportation & Infrastructure Committee (T&I) approved the Water Resources Reform & Development Act (WRRDA) of 2013 (H.R. 3080) by unanimous vote.

The bill authorizes \$10 billion for Army Corps of Engineers programs, including dam, levee, port, and waterways improvement and construction projects. Reforms contained in WRRDA will accelerate project delivery through streamlining and will fundamentally change the way the Corps conducts business through study consolidation and setting hard deadlines. WRRDA contains no earmarks and is revenue neutral, funding new projects by de-authorizing those approved, but not yet commenced, prior to the last enacted Water Resources Development Act (WRDA) in 2007.

Though Congress' time over the next two weeks will be consumed by efforts to prevent a government shutdown and raise the federal debt ceiling, House Republican leaders have said WRRDA could be on the floor for a vote by the week of Oct. 7. Following House passage, a conference committee would be appointed to work out differences between H.R. 3080 and the Senate water resources legislation (S. 601).

To help make the case for WRRDA, the U.S. Chamber of Commerce has released state-by-state fact sheets detailing how waterways and ports impact local economies and job creation. The resource also includes links to information about the nation's top deep water ports, inland ports, and inland waterways.

To learn more about the importance of WRRDA, view a video clip from Chairman Shuster:

http://www.youtube.com/watch?v=vSF7Uje6z_E

Judge rules EPA must explain its role in Mississippi watershed

EPA must provide a more detailed defense for letting states take the lead on water-quality controls in the Mississippi River watershed. Depending on the outcome, farmers across the Midwest and Great Plains could be facing the same kind of water-quality pressures that farmers face in the Chesapeake Bay.

A federal judge in Louisiana has ruled EPA must respond to a five-year-old request from environmental groups to consider tougher pollution controls on chemicals such as nitrogen and phosphorus in the Mississippi River basin.

[Read more...](#)

Source: DTN Progressive Farmer

Where is the Farm Bill?

The expiring farm bill is caught up in the drama of over passing a continuing resolution to fund the government beyond next Monday. Complicating the situation is the Republicans' demand to cut spending and taxes, defunding the Affordable Care Act and the debt limit increase. The House also now needs to pass a procedural motion to combine the farm bill and the just-passed nutrition bill before farm bill conferees can be named.

Then the two bills will go to the Senate where they can accept them or reject them, which is most likely to mean a rejection to occur. After they reject them, they should ask for a conference. Then both the House and Senate will appoint conferees. Since they are not in session until Wednesday, it's probably the following week before conferees can be appointed.

The House and Senate both make cuts in food stamps, but the level of those cuts is far apart. Both chambers also take a different policy approach to the commodity title. Depending on how these differences are worked out in the conference, will depend on whether the President will sign the final bill. Only time will tell that final outcome, but both the House and Senate Agriculture Committee Chairs appear to remain committed to getting a farm bill on the books this year. Read the [equipment industry letter](#) sent to congress.

Advocates hope water bill passage leads to more infrastructure funding

Transportation advocates are pressing Congress to pass a ports and waterways funding bill this year. Their hope is that if the Congress can agree on the ports bill, it could move other infrastructure spending bills forward. But the bill faces tough odds given the larger fight over funding the government, which some worry could lead to a shutdown on Oct. 1. A House committee unanimously approved a new Water Resources Development Act (WRDA) this week, sparking optimism among advocates for transportation and infrastructure spending.

When they were ready, the fibers were removed individually by hand, cut open and straightened out. All the fibers were pressed together to form the hamburger—biologically identical to beef, but grown in a lab rather than in a field as part of a cow. His aim was simple: to show the world that growing real, edible meat in laboratories is no longer a fantasy and that this could be a potential solution to the impacts of meat production on our environment.

Post acknowledged that it will be essential to produce a product that looks and tastes exactly the same as real meat. And if they find there is a market for cultured beef, the same methods could be used to grow other proteins such as chicken, lamb, fish or pork in the lab.

In an article by The Guardian, Dr. Post said his cultured beef was still undergoing a life-cycle analysis to work out its overall environmental impacts, but early indications were that his lab meat reduced the need for land and water by 90%, and overall energy use was cut by 70%.

Though Post's work is at its earliest stages—there are many hurdles before he can scale up the process for large-scale manufacture—he has high hopes for his product. “Twenty years from now, if you have a choice in the supermarket between two products that are identical, and they taste and feel the same and have the same price—and one is made in an environmentally friendly way with much less resources and provides food security for the population, and doesn't have any animal welfare connotations to it—the choice will be relatively easy,” he said. “People will start to prefer this type of product, and then it will gradually transform meat production.”

Compare Dr. Post's last sentence on people's preference for changes in food-supply product in relation to today's political climate in Washington, D.C. Everyone is concerned about what is happening in Washington, but we are gradually being transformed to a new reality.

When presented with the most direct opportunity to actually affect change through low-turnout congressional primaries, many of us apathetically rubber-stamp 95% of the incumbents with another two-year or six-year term. That has got to change if we want change.

This is not the 1990s. The challenges we confront domestically and abroad—challenges that threaten the very fabric of our republic and civil society—make the battles of 20 years ago look like child's play. As Americans, we can no longer afford to send members to Congress who act for the press release today and/or their next election fundraiser.

At the time of this writing, there are 33 Senate

Read more...

Source: [The Hill](#)

FMCSA withdraws new driver training standards

The Federal Motor Carrier Safety Administration (FMCSA) has withdrawn its December 26, 2007, notice of proposed rulemaking (NPRM) that proposed new entry-level driver training standards for individuals applying for a commercial driver's license (CDL) to operate commercial motor vehicles in interstate commerce.

The Agency withdrew the 2007 proposal because commenters to the NPRM, and participants in the Agency's public listening sessions in 2013, of which NAEDA participated, raised substantive issues which have led the Agency to conclude that it would be inappropriate to move forward with a final rule based on the proposal. In addition, since the NPRM was published, FMCSA received statutory direction on the issue of entry level driver training from Congress via the Moving Ahead for Progress in the 21st Century Act (MAP-21) reauthorization legislation.

Finally, the Agency tasked its Motor Carrier Safety Advisory Committee to provide ideas the Agency should consider in implementing the MAP-21 requirements. In consideration of the above, the Agency concluded that a new rulemaking should be initiated in lieu of completing the 2007 rulemaking. NAEDA will be watching for these new rules when they are published.

Inform employees of health insurance coverage by October 1

The Internal Revenue Service published a rule in the Federal Register requiring employers to provide all employees (full and part time) with information regarding their health coverage options by Oct. 1, 2013.

Mandated by the Affordable Care Act, the new rule applies to businesses that fall under the Fair Labor Standards Act regardless of whether the employer offers health insurance to any of its employees. Businesses will be required to notify new hires of coverage options within 14 days of their start date.

The Department of Labor has created model notices for employers that [do offer](#) and [do not offer](#) health coverage to employees. Notices must include information about what is provided in the Health Insurance Marketplace, an employee's eligibility for premium tax credits for certain plans, and that purchasing coverage in the Marketplace may mean forfeiting an employer-sponsored health care plan.

seats up for reelection next year and all 435 House seats. Elections will also be held for the delegates from the District of Columbia and four U.S. territories. The winners of this election will serve in the 114th United States Congress, with seats apportioned among the states based on the 2010 United States Census.

Also there will be local and state elections for governors and state legislators. Issues pertaining to debt, health care, markets and trade, Internet taxation and privacy, immigration, tax reform and infrastructure funding are just a few of the issues that will be debated at the federal, state and local level as this new election cycle starts this fall and winter.

A complete list of those running at the federal and state level can be found for the House at: <http://bit.ly/Tt4WdQ> and for the Senate at: <http://bit.ly/A91sCJ>.

The 2014 primaries will actually provide us with opportunities to express the changes we want from government. While we will be forced to deal with some of these congressional members in the general election, we are not in the general elections yet.

Now is the time for everyone to begin picking the best candidate in primaries to represent the country from all the states. It is also the time to change the Washington country club, and change the faces of both parties so the new electorates understand how we outside the "beltway" operate on a daily basis. I don't know if it is time to step back from the generic red vs. blue fight, but I do know we need to make sure that what we are looking at is indeed best for the country going forward.

That is where the beef really is! And that is a good thing.

MIKE WILLIAMS is vice president for government relations with NAEDA. He can be reached at williamsm@naeda.com.

To read this article in full, [click here](#).

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About NAEDA Update

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Industry & Manufacturing News

Nationwide survey shows need for critical infrastructure investments

National Association of Manufacturers (NAM) President and CEO Jay Timmons joined with Building America's Future (BAF) Co-Chair and former Pennsylvania Gov. Ed Rendell to unveil a new survey that highlights manufacturers' concerns about America's roads and bridges, transit and aviation systems and ports.

According to the survey of more than 400 manufacturers, a majority believe American infrastructure is in fair or poor shape, while roads in particular are getting worse. There is strong agreement among participants that U.S. infrastructure is not positioned to respond to the competitive demands of a growing economy.

"This survey clearly demonstrates that our nation's approach to investing in infrastructure is not improving at a pace to keep up with the growing needs of manufacturers and that the United States risks falling behind," said Timmons. "Our outdated roads, ports and inland waterways are in desperate need of repair and continue to add costs and complications as manufacturers move their products to market. The good news is that Congress and the President have a chance right now to address the neglect of our infrastructure and ensure that manufacturing in the United States remains competitive. Manufacturers are counting on Congress to fulfill its well-established responsibility of facilitating commerce in the United States by passing legislation that helps fund ports, inland waterways and other key water resource projects."

"Improving our ports, highways, and bridges is essentially an economic driver. Modernized ports and transportation systems enable American manufacturers and businesses to export their goods to countries around the world, which strengthens our economy here at home," said Rendell. "I hope leaders in Washington seize the opportunity to make the significant investments our country really needs to stay competitive in the global economy, or we risk falling further behind our competitors. There is no better time to invest in America's future." The unique partnership between the NAM and BAF is made possible by their strong commitment to addressing this nation's infrastructure needs to ensure the United States remains globally competitive. To read a summary of the survey results, [click here](#).

Source: AED News

CNH to debut on NYSE on Sept 30

Farm and construction equipment manufacturer **CNH Global NV** (CNH) will debut on the New York Stock Exchange on Sep 30. The announcement was recently made by company's chairman Sergio Marchionne.

In Nov 2012, Fiat Industrial, the parent company of CNH Global, inked a definitive agreement to merge its businesses with the latter. The merged company will be registered under the laws of the Netherlands and will be listed on the New York Stock Exchange. However, for corporate tax purpose, it will be based in the U.K. as the region offers a lower corporate tax rate than Italy.

The strategic merger would enable Fiat Industrial to shift its base from Italy, which has been hit by four recessions since 2001. The successful integration of both the businesses would fortify the combined entity to compete at the highest level in the capital-goods sector with adequate flexibility to pursue inorganic growth at opportune times.

[Read more...](#)

Source: NASDAQ

Ariens Company celebrates generations of employees

A celebration for the generations at Ariens Company. The company celebrated its 80th anniversary Friday by honoring 16 families who've worked for Ariens for three or more generations at its Brillion headquarters.

Ariens itself is a fourth-generation family business, making outdoor power equipment.

"To find a nice little area like a small town in Wisconsin where we have hard-working people interested in what they're doing, they bring their own sense of creativity to the job and a work ethic that's hard to match," Chairman Mike Ariens said.

Governor Walker was on-hand for the celebration. Ariens employees, retirees, and dealers joined in the festivities.

Source: [WBAY-TV](#)

New survey finds consumers unaware of risk and illegality of using higher ethanol fuel blends

OPEI set to launch ethanol education and consumer protection campaign on October 23 at GIE+EXPO 2013 in Louisville, Kentucky

Alexandria, Va., September 11, 2013—A new online survey conducted by Harris Interactive on behalf of the Outdoor Power Equipment Institute (OPEI), the international trade association representing 100 small engine, utility vehicle and outdoor power equipment manufacturers and suppliers, finds that U.S. consumers are ill-

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The North American Equipment Dealers Association provides educational, legal, legislative, and financial services to approximately 5,000 retail agricultural, construction, large property/rural lifestyle, and outdoor power equipment dealers in the United States and Canada.

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prepared for the introduction of higher ethanol fuel blends.

EPA has approved the introduction of some mid-level ethanol blends (E15, E30, E85) for use in a small, subset of automobiles in an effort to comply with the federal renewable fuel mandate; the problem is that these higher ethanol fuel blends may be dispensed alongside current fuels, but they are illegal and risky to use in hundreds of millions of small engine products and applications.

This includes small engine products, such as mowers, garden tractors, chain saws, boats, snow throwers, trimmers, UTVs, power washers, blowers, chippers, grinders, generators, jaws of life, concrete saws and other compact construction equipment, as well as small engine applications such as water pumps and irrigation systems.

The study conducted on behalf of OPEI from July 31-August 2, 2013 surveyed 2,040 U.S. adults ages 18 and older about their fuel buying behavior and fuel awareness at gas stations.

[Read more...](#)

Source: OPEI

AED presents the 2013 Leadership Academy featuring a day with the Disney Institute

What would it be like if the Walt Disney Co. stepped into your business?

That's what you will witness - and engage in - while benchmarking the **world-class best practices of Disney principles in action.**

Through lecture content customized to the equipment distribution industry, group exercises and a behind-the-scenes Disney field experience, your DI facilitator will impart **lasting lessons that will shape your skills and mindset for the rest of your career.**

Who should attend: Next generation dealer principals and rising stars of the dealership management team, as well as current owners/management; manufacturer and service company executives.

When: Nov. 20-22

Where: Orlando, FL

Space is limited for this first-ever AED-sponsored Disney Institute event.

[Read more...](#)



Canadian News

Politics in Ottawa: It's time to get serious

Nobody pays any attention to politics in the summer. Nothing that happened in the last two months will matter at the next federal election, two years hence, nor are the parties' present standings in the polls precursors of anything. Yes, indeed. Unless, of course, people have been paying attention, enough to form lasting impressions of the parties and their leaders that will shape how they vote on election day.

[Read more...](#)

Source: OCanada

Huge Canadian canola crop a boon to crushers, exporters after off year

Canada's expected record-large canola crop looks to re-stock the country's seed exporters and crushers after a disappointing previous harvest, and top up already growing global oilseed supplies, industry sources said. Canada is the world's biggest producer of canola, which is mainly used to make vegetable oil for foods like potato chips and salad dressings. Statistics Canada pegs this year's harvest at 14.7 million tonnes, but many traders and analysts expect output to be even higher.

[Read more...](#)

Source: The Western Producer

Buy, grow, sell high: Canada's wheat farmers turn into commodity traders

John Guelly's work does not end once his combine is set on auto-steer. Bouncing over his 1,000 acres of land perched on the seat of the large farm machine, the Westlock, Alta., farmer takes advantage of the time to switch on his iPad and check out his go-to websites for agricultural prices.

[Read more...](#)

Source: The Globe & Mail

Agriculture research funding continues with \$7 million for field crops

Over the course of the summer, the Harper government has announced a series of funding cluster announcements geared towards Canadian-based agricultural research. From crops to beef cattle to pulses, each sector has been allotted a certain amount of funding research as part of the Growing Forward 2 policy framework. The funding has ranged from two to \$14 million.

[Read more...](#)

Source: iPolitics

'Bumper' doesn't cover it

The grain industry might have to come up with a new term for this year's harvest because bumper crop doesn't adequately describe what's coming off the combines. "In my 25 years in the grain business, I've never seen a crop this big from corner to corner," said Derek Squair, president of Agri-Trend Marketing Inc.

[Read more...](#)

Source: The Western Producer

Canadian economy to get a boost in 3rd quarter

The Canadian economy is expected to pick up in the third quarter as rebuilding of flood damaged areas in Alberta and the end of a construction workers strike in Quebec are expected to boost growth, according to the Royal Bank. Despite the improvement, however, Royal Bank chief economist Craig Wright said business investment spending and exports are expected to remain hesitant.

[Read more...](#)

Source: CBC News

Canada-EU reach tentative deal on beef and pork

Canada and the European Union have quietly reached a tentative agreement on beef and pork, one of the biggest obstacles standing in the way of a comprehensive trade and investment deal. Multiple sources tell The Canadian Press the two sides recently settled on a quota that is big enough to allow Canadian meat producers to penetrate the European market, but not so big that European farmers would feel threatened.

[Read more...](#)

Source: CBC News

NAEDA, Association & Program Partner News

What is Interchange?

What you should know about Interchange and how it affects you.

Interchange is the clearing and settlement system where data is exchanged between the credit card processor and the Issuing Bank. Interchange sends transactions that occur at the merchant level to the appropriate bank for posting to the cardholder account, sends funds to the appropriate card issuer for payment to the merchant, and assigns a qualification level for each transaction. The qualification level determines what rate the merchant will pay for the transaction.

What are interchange fees? Interchange fees are paid by the credit card processor/acquirer (Elavon) to the credit card issuer for transactions that are processed through interchange. The card associations

(MasterCard and Visa) set the interchange fees. Interchange rates vary depending on the type of card presented, how it is processed and the type of merchant accepting the credit card. Credit card processors/acquirers also pay the card associations an assessment fee for each transaction.

How does my discount rate relate to interchange fees? You pay fees for processing your credit card transactions. Those fees are designed, in part, to cover your credit card processor's expenses including the interchange fees paid to credit card issuers.

When do rate changes occur? Typically the card associations evaluate their interchange rate structures every spring and fall to determine if any changes are necessary. When the card associations provide processors with the results of their evaluation, Interchange rate increases or change qualification criteria, we pass this information on to our merchant customers. Typically Elavon notifies merchants of new fees or rate changes 30 days prior to the implementation date.

Source: [Elavon](#)

Learn from Industry Experts at GIE+EXPO

With a top-notch lineup of experts addressing industry issues, the GIE+EXPO Workshops are sessions you'll definitely want on your "must-do" list in October. At \$50 each, the lessons learned will more than pay for your trip! [Pre-registration is required.](#)

[The workshop schedule will include:](#)

- Hardscape Session 1: Adding Hardscape Installation to your Company's Success – Pat McCrindle
- Understanding Your Sales Process: Is it all about YOU or all about the CLIENT? – Jason Cupp
- Ten Ways Significant Money Is Slipping Out Your Back Door and You Don't Even Realize It! – Jonathan Pototschnik
- Hardscape Session 2: Production Management and Crew Motivation on the Hardscape Jobsite – Frank Gandora
- Why Not You? Five Strategic Actions You Can Take Now To Grow – Richard Arlington
- How to Build a Marketing Plan that Grows with your Lawn Care Business – Andrew Pototschnik

Just Added - Brain Food at Breakfast:

- Common Problems, Simple Solutions - Mark Bradley
- Calculating Your Equipment's Owning and Operating Costs - Tom Jackson

[Learn Installation Techniques at Hardscape Demonstrations](#)

As a bonus for signing up for hardscape session 1 or 2 above, you will receive free access to a series of demonstrations that will take place Thursday and Friday. Or, upgrade your GIE+EXPO registration for \$25. Discover the steps to expand your business and earn greater profits by adding hardscape installation to your list of services.

NAEDA at GIE-EXPO Dealer Day

All equipment dealers are strongly encouraged to attend this year's [GIE-EXPO](#) October 23-25, 2013 in Louisville, KY. NAEDA will once again play a prominent role in the preeminent event for the outdoor power equipment industry. GIE-EXPO again kicks off with Dealer Day, specifically for dealers and distributors only on Wednesday, October 23. The exhibit floor will be open from 3 pm to 7 pm. [Check out the video](#) to hear what dealers and suppliers are saying about this dealer only event.

As part of the Dealer Day activities there will be a special Dealer Summit for dealers. This highly relevant lunch-and-learn program for dealers and distributors will include a session unveiling new research about buying and attitude trends to help dealers be more effective in reaching top contractors. The seminar also will include a panel discussion on important developments like diversification, marketing, social media and sales management. Attendees will receive a full copy of the report, which will be presented by GIE Media, the publishers of Lawn & Landscape, Golf Course Industry and Green Industry Supply Chain News magazines.

That presentation will set the stage for an incisive panel discussion featuring leaders from major manufacturing partners including Toro, American Honda, Hustler Turf and Briggs and Stratton. Topics will include how dealers fit into the future for these companies, how the companies plan to use online sales in the future, compatibility of electronic communications and billing systems and, of course, how they are responding to the challenge of E15. The panel discussion will be moderated by longtime industry leader Kim Rominger of NAEDA. Rominger is the executive vice president of Association Management Group and one of 16 association executives associated with the North American Equipment Dealers Association, which is helping organize the Summit.

NAEDA introduces digital edition of the Equipment Dealer Buyer's Guide

For years the North American Equipment Dealers Association has published the Equipment Dealer Buyer's Guide for dealer members and associates. This annual directory of equipment industry manufacturers, suppliers and distributors is a sought after publication that dealers reference year round.

Dealers are no strangers to incorporating new technology in the operation of their business and to meet the

ever increasing technological needs of their customers. In today's digital world, we have received requests that the Buyer's Guide be provided in a digital format so that it can be viewed on-line on their computers and mobile devices. We are therefore pleased to introduce and debut our on-line digital version of the NAEDA's 2013 Equipment Dealers Buyer's Guide.

All of the editorial information, company and product listings appear in the new digital version just as in the printed edition. However, the digital version is more interactive with live links to company contacts and websites with the potential for embedded video displays, slide shows, and blow-in cards from companies and advertisers.

We suggest you bookmark this link, digital.naeda.com so you can access the digital edition of the 2013 Equipment Dealer Buyer's Guide throughout the year, and share it with your customers, clients, and colleagues.

Whether you prefer print or pixels, our goal is to provide you with the industry's best reference manual for companies, products and services catering the equipment dealer.

Tip of the Month



[September 2013 Tip of the Month: Update Your FMLA Posters](#)

All private employers with 100 employees or more must file the Employer Information Report (EEO-1 Report) by September 30, 2013. Employers with 100 or less employees may have to file the EEO-1 Report if they are affiliated with one or more other companies. See if you need updated FMLA posters by September 30 [here](#).

Free KPA Webinars

[I need a plan for that? Spill Prevention, Control, and Countermeasure Plan - October 10, 2013](#)

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