

- 2019 Mark Your Calendar
- Focus on HR
- BIO Bob Floreak

## 2019 General Meeting Dates

*Mark your Calendar!*

**March 14th**

**Focus on HR**

Place: Juniper Grill

**April 11th**

**ECM / IAQ Motors**

Place: The Yard - Robertson

**May 9th**

**Tool Time**

Place: TBA

**June 12th**

**Board Meeting Only**

**July & August**

**No Meetings**

**August ??**

**Golf Outing**

Date and Place TBA

**September 12th**

**Social - Wine Tasting**

Pittsburgh Winery

**October 8th**

**Trap Shoot**

N Side Sportsman's Asso.

## ACCWPA

Air Conditioning Contractors Western Pennsylvania

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Newsletter, send your

email address to:

accwpa@zoominternet.net

## March 14<sup>th</sup> - Meeting at Juniper Grill

# "Why Every Company Needs to Focus on HR".

## Bob Floreak

President, Acuity Human Resources

The discussion will focus on the misconceptions that people have regarding the role of HR, particularly in small to medium sized businesses. Too frequently, companies look only at HR as an administrative function. In most companies, the cost of salaries is the largest expense item on the income statement so not maximizing the effectiveness of HR is a bad business decision. We will discuss areas such as compliance, recruitment challenges, and employee engagement and hope the session will be interactive.

**Attendees are encouraged to come with questions.**

## Join Us:

## March 14<sup>th</sup>

*Juniper Grill*

3:00 pm - Board Meeting ♦ 5:30 - 6:00 pm - Social Hour (cash bar)

**Guest Speaker: 6:00 pm - 7:00 pm**

7:00 pm - Dinner and Social Hour resumes (cash bar)

**Dinner** (there will be 4 choices to choose from) - **\$40.00**

**RSVP: 724-687-7860** (phone, email or fax) -

**NO cancellations after March 11<sup>th</sup>, noon!**

Registration Flyer on page 3

## Year-end Tax planning for pass-through entities ... by Federated Insurance

If your business operates as an S corporation, partnership, limited liability company, or sole proprietorship, and you want to take full advantage of the provisions of the Tax Cuts and Jobs Act (TCJA), you need to meet with your accountant/tax planner prior to year-end. There is still time to reduce your tax bill.

### Bonus Depreciation

Businesses are now allowed to depreciate 100 percent of the cost of qualified new and used property acquired and placed into service in the calendar year 2018, even if the action is taken at the end of December. Unless extended by Congress, this program will phase out by 2023. Keep in mind, however, that by expensing capital assets this year, it will mean no more deductions against income in future years. If you expect to be in a higher personal income tax bracket in future years, this deduction may not be for you.

Heavy (gross vehicle weight rating of more than 6,000 pounds) SUVs, pickup trucks, and vans, used more than 50 percent for business, may qualify for the 100 percent bonus depreciation. Verify with your tax planner what other types of property qualifies for bonus depreciation before making any purchases.

### Section 179 Deductions

The Section 179 deduction increased from \$510,000 to \$1 million under the TCJA. New rules apply to certain improvements to non-residential real estate.

### Timing of Business Income and Deductions

The TCJA increased the limit for required accrual basis accounting from a \$10 million three-year average annual gross receipts to \$25 million. This means that businesses that were required to use the accrual method of accounting may now be eligible for cash-basis accounting, making it easier to time income and expenses by accelerating (or deferring) income or expenses into the next calendar year.

### New Deduction for Income from a Pass-Through Entity

The TCJA created a new deduction of up to 20 percent of an entity owner's qualified business income (QBI) from pass-through entities. This deduction is subject to restrictions that apply to higher income levels, business payroll as a percentage of receipts, and the owner's taxable income. Certain year-end planning may be required to qualify for the maximum QBI deduction. Also, be aware that certain year-end moves to reduce income may inadvertently reduce your QBI deduction.

### Tax-Favored Retirement Plans

Contributions to a retirement plan can provide considerable tax savings. You should consult a retirement planner to determine what types of plans are available to you and your business.

With all the other things on your plate as a business owner, tax planning is easy to overlook. But there is still time to do some year-end planning that can have a significant impact on the taxes you pay this year and in the future.



## ACCWPA Corner



*Integrity is the  
essence of  
everything  
successful.*



**SmartWords**  
**One Kind  
Word can  
change  
someone's  
entire day!**

## Inspiration

**BeLIEVE**  
**IN**  
**YouRSELF**

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# "Why Every Company Needs to Focus on HR".

## **Bob Floreak**

President, Acuity Human Resources

The discussion will focus on the misconceptions that people have regarding the role of HR, particularly in small to medium sized businesses. Too frequently, companies look only at HR as an administrative function. In most companies, the cost of salaries is the largest expense item on the income statement so not maximizing the effectiveness of HR is a bad business decision. We will discuss areas such as compliance, recruitment challenges, and employee engagement and hope the session will be interactive. **Attendees are encouraged to come with questions.**

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**RSVP: 724-687-7860** (phone, email or fax) – **NO cancellations after March 11<sup>th</sup>, noon!**

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**\* Important – RSVP is a must! \***

Email: accwpa@zoominternet.net or fax (724) 687-7860

Company \_\_\_\_\_

Names \_\_\_\_\_

Email address \_\_\_\_\_ Cell # \_\_\_\_\_

**Dinner** (there will be 4 choices to choose from at the restaurant) - **\$40.00**








**NO Cancellations after March 11<sup>th</sup> NOON. No shows will be billed.**

**IF YOU ALREADY MADE YOUR RESERVATIONS, THANKS!  
PLEASE PASS THIS NOTICE TO SOMEONE ELSE THAT WILL BENEFIT!**

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**Wash away illness . . . . . Bud Price**

**I NEED TO STAY AT HOME IF....**

						
<b>FEVER</b>	<b>VOMITING</b>	<b>DIARRHEA</b>	<b>RASH</b>	<b>HEAD LICE</b>	<b>EYE INFECTION</b>	<b>HOSPITAL STAY AND/OR ER VISIT</b>
Temperature of 100.4 or higher	Within the past 24 hours	Within the past 24 hours	Body rash with itching or fever	Itchy head, active head lice	Redness, Itching, and/or "crusty" drainage from eye	Hospital stay and/or ER visit

**I AM READY TO GO BACK TO WORK OR SCHOOL WHEN I AM...**

Fever free for 24 hours without the use of fever reducing medication i.e. Tylenol, Motrin	Free from vomiting for at least 2 solid meals	Free from diarrhea for at least 24 hours	Free from rash itching, or fever. I have been evaluated by my doctor if needed.	Treated with appropriate lice treatment at home and proof is provided to nurse.	Evaluated by my doctor and have note to return to school.	Released by medical provider to return to work or school.
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- Code enforcement updates
- Indoor Air Expo
- Voice for the local contractors
- Golf Outing
- Education opportunities for your technicians office staff
- Advocacy agenda promote contractor interest
- Labor and HR legal advice before utilities
- Helping members to stay ahead of the curve
- 8 Monthly informative meetings



**Upcoming Meetings!**

**2019**

**Meeting Topics!**

**March 14th**  
**HR Update**

Place: Juniper Grill - Cranberry

**April 11th**  
**ECM / IAQ Motors**

Place: The Yard - Robertson

**May 9th**  
**Tool Time**

Place: TBA

**June 12th**  
**Board Meeting Only**

**July & August**  
**No meetings scheduled**

**September 12th**  
**Wine Tasting**  
Pittsburgh Winery



**Work Hard in Silence,  
Let Success make the Noise!**



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as of February 22, 2019

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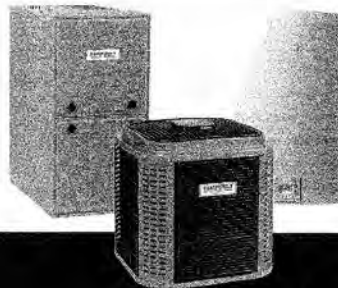


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## BIO Guest Speaker ... Bob Floreak, MSIR

Bob has led the Human Resources and Strategic Business efforts for small regional companies and large national corporations for over 25 years. He started his Human Resources career as part of the Westinghouse Electric Human Resources Executive Development Program and was promoted into positions of increasing authority until being named the Vice President of Human Resources at Westinghouse Communications.

Bob has also held positions outside of the human resources function including sales management, project management, profit & loss responsibility, and international operations. This cross-functional experience has provided him with the unique ability to ensure that all human resources and organizational efforts are aligned with business objectives. Bob has worked across various industries including technology companies like Stargate Industries and Verizon Wireless, manufacturers like Harris Corporation and Chromalox (a JP Morgan portfolio company) and professional services organizations like Edison Consulting where he was responsible for providing business start-up leadership to early stage and emerging private equity funded companies.

He holds a Master of Science Degree in Industrial Relations and a Bachelor's of Science Degree in Business Administrations from West Virginia University. Bob is a Certified Predictive Index Analyst and frequent speaker on HR, organizational, and business topics.

Today, Bob and the entire Acuity team focus on the mission that every company, regardless of size, should be able to utilize world-class HR programs for growth. His ability to combine business understanding, sophisticated HR, and people skills have integrated Bob and his team into the companies they service.

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## Get smart about materials handling safety!

- \* Plan ahead-don't make a move until you've thought it out.
- \* Use common sense-get help with loads that are too heavy or bulky to handle alone.
- \* Keep alert to hazards while you work.
- \* Follow all safety rules related to your job.
- \* Use proper lifting and carrying techniques.
- \* Take special care when handling hazardous materials-consult the safety data sheet for safety precautions and report any spills or leaks immediately.
- \* Use materials handling equipment as you've been trained to do.
- \* Don't overload materials handling equipment.
- \* Know what others around you are doing.
- \* Let other workers know what you're doing.
- \* Don't block aisles, hallways, or doorways; make sure you have enough clearance when moving through these areas.

## Misc. Info . . . .

### **ACCWPA Newsletter and all notices:**

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ACCWPA Newsletter, send  
your  
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Every Job is a  
**SELF-  
PORTRAIT**  
Of the Person  
who does it.  
Autograph your  
work  
with  
Excellence!

AUTHOR UNKNOWN



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**ACCWPA**  
Air Conditioning Contractors Western Pennsylvania

# Indoor Environmental & Energy Professionals

**March 14th**

**“Why Every Company Needs to Focus on HR”**

Bob Floreak, President, Acuity Human Resources

BIO is on page 7

Juniper Grill

See Flyer on page 3



**SET YOUR CLOCKS AHEAD SUNDAY MARCH 10TH!!!!**

## ACCWPA Upcoming Events

**March 14th**

**Focus on HR**

Place: Juniper Grill

**April 11th**

**ECM / IAQ Motors**

Place: The Yard - Robertson

**May 9th**

**Tool Time**

Place: TBA

**June 12th**

Board Meeting Only

**July and August**

Board Meeting Only

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**Executive Director:**

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