



## Announcement for February 17, 2018



### **Small Business Support Team Workshop**

Informative & interactive workshop with local experts to identify & discuss key issues that every small business and entrepreneur encounters with Legal, and Human Resources.

Attendees will learn “must know” subjects & will be able to discuss specific issues and identify the most common mistakes made by entrepreneurs.

Recognizing and resolving issues will be a key result of this helpful workshop.

### **Workshop Outline**

#### **Legal**

- Tax Planning:
  - Federal, State, Municipal, Social Security, Company Profit Tax rates
  - Maximizing Pensions, SEPs, (410) k.
  - Audit prep, payroll taxes
  - Retirement planning
  - Classifying Employees vs. contractors
- Succession Planning Pitfalls:
  - Failure to communicate plans for the future managers
  - Identifying key people, Business Plans.
  - Preparing for Change of ownership

#### **Human Resource Management**

- Covering the Basics
  - Compliance: Policies and Upkeep
  - Employee Pay
  - Performance: Employee Relations
- Healthcare
  - Reform; Managing Benefits
- Optimizing Talent
  - Recruiting and Succession Planning
- Designing proactive HR Programming

**Doors Open at 8:00 AM – Workshop begins at 8:30 AM; Price - \$39.00 Prepaid**

**Location: CMC Building, 10945 Reed Hartman Highway, Room 105**



## I. Legal

### **William E. Hesch, Esq., CPA, PFS**

Bill founded his own CPA and law practice in Cincinnati in 1993. He is one of only a few practicing attorneys in Cincinnati who are CPAs and Personal Financial Specialist. His law practice specializes on small to medium size businesses needed operating agreements, employment contracts, leases and buy/sell agreements. Cincy Magazine has recognized Bill Hesch as a “leading lawyer” in the Trust & Estate area for 13 consecutive years. Bill earned his B.S. in Accounting from Morehead State; and his law degree from Northern KY University Chase Law School. He is licensed as an attorney and a CPA in both Ohio and Kentucky.



## II. Human Resources

### **Stacey Krumpelman – HR Elements, LLC - HR Specialist**

Stacey has worked on a variety of HR projects including but not limited to benefits administration, compliance, employee relations, orientation and on-boarding implementation, payroll, recruiting, and retention. Stacey received a Bachelor’s Degree in Communication with a concentration in Business and a minor in Sociology from Hanover College.

