

Closer Look

The Exclusive Online Newsletter for the Members of the Arizona Pest Professional Organization

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Hello AZPPO Members

We are pleased to announce an excellent line up of speakers for our 2018 Great Western Conference!

Dr. Austin Frishman and **Dr. Mike Potter** will provide keynote presentations with Dr. Gail Getty, Sylvia Kenmuir, Bert Lopez and Jim Fredrick contributing their talents as well.

We will kick off the event on Tuesday March 27th with an Owner/Manager Reverse Trade Show and Reception.

On March 28th & 29th you will have the opportunity to learn from the greats listed above and attend our annual Trade Show. Earn CE's per day for Arizona and neighboring states as well.

Registration is now open - visit our website [HERE](#) for more information!

STAY INVOLVED - THE INDUSTRY DEPENDS ON IT!

Cyber Liability - What You Need to Know, Mike Herrmann AZPPO Allied Member

Over the past few years, we have heard of some large companies being hacked, including Target and Home Depot. Almost every small business has some sort of personal information belonging to their customers and employees, such as email addresses, credit card numbers, home addresses, driver's license numbers, Social Security Numbers, and other personal information. It is often more than just

being hacked- what if you lose your cell phone or laptop, or they are stolen? What kind of information can these hackers get to if they have your phone or laptop?

What can a breach cost you? First, you could be liable for any of your customers' and employees' losses because of the compromise, otherwise called Privacy & Security Liability. Depending on the type of attack, you may have computer issues that would force you to be down while the system is being repaired or replaced, costing your company even more money in lost income and digital restoration. Many states require you to notify your customers when their information has been compromised. There may also be federal or state fines.

So how do you protect your company? First, you need to be proactive and takes steps, such as installing and maintaining anti-virus software and adding total disk encryption for all computers and mobile devices. Using cloud- based services could help reduce the risks, as they typically have very high security. Some hacks now have ransom ware, ensuring that you back up your system to an offsite location regularly.

Cyber Liability Insurance can help you cover the loss or corruption of your data and business interruptions. It also covers the different types of liability you have in the event of a breach, identity theft, Cyber Extortion, or reputation recovery. There are many options for a Cyber Liability policy.

For a free Data Breach Incident Response Preparedness Self-Assessment form, or with any questions, please contact the Mike Herrmann Insurance Agency, 480-731-6600.



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NPMA Submits Comments on Updated Overtime Rule to the Department of Labor

This week, NPMA [submitted comments](#) on the U.S. Department of Labor's (Department) Request for Information ("RFI") Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sale and Computer Employees. The RFI is intended to help the Department gather information to formulate a proposal to revise regulations pertaining to the Obama-era 2016 update to overtime rules under the federal Fair Labor Standards Act (FLSA) that would have raised the overtime salary level threshold from \$23,667 to \$47,476. The 2016 rule was invalidated by a federal court in August and this RFI is the Department's first step in re-writing new overtime standards.

NPMA's comments highlight the negative impact that drastically increasing the salary threshold would have on not only the structural pest management industry, but also people and property across the country because of the integral role the industry plays as protectors of public health. With regards to a specific position on changes to the salary level and the duties test NPMA stated:

"We believe the current regulations, last updated in 2004, accurately reflect Congressional intent and provide a multi-pronged test to protect both employers and employees. We believe the changes in 2004 that eliminated the short and long duties test in exchange for the standard duties test should remain in place; and we believe that the methodology used to establish the minimum salary in 2004 is the best reflection of Congressional intent and congruent with historical action by the Department."

NPMA was joined by 128 business groups as part of the Partnership to Protect Workplace Opportunity (PPWO) and also the U.S. Small Business Administration in suggesting that the Department should follow the methodology used by the 2004 Bush Administration overtime update which based the salary level on the 20th percentile of earnings of full-time salaried workers in the lowest-wage Census Region (currently the South). NPMA additionally urged for no changes to the standard duties test and to increase the amount of discretionary bonus pay that can be accounted for in computing salary for the purpose of overtime eligibility.

The Department has not signaled a timeline for releasing a proposed rule, but NPMA will continue to work with the PPWO and other allies as the overtime rule continues to be redrafted.

Republican Tax Reform Plan Released; Positive Impact on Pest Management Businesses

Small Businesses: For pest management businesses that pay taxes

through what are called “pass-through entities,” such as sole proprietorships, partnerships, and S corporations, these businesses would be subject to a maximum rate of 25%, compared to the current 39.6% rate. This dramatic reduction will greatly benefit our member companies that are taxed in this manner—bolstering their bottom line.

Corporations: For pest management businesses that are organized as C corporations and are subject to the Corporate tax, their top tax rate would be 20%, compared to the existing rate of 35%. This is another substantial reduction that will create jobs, improve balance sheets, and facilitate tax relief and growth for our member companies organized as C corporations.

Expensing of Capital Investments: The provision to immediately write-off/expense the cost of new investments in depreciable assets (ex. Trucks) for at least five years and would provide incredible relief for our member companies purchasing equipment that is fundamental for conducting day-to-day business.

Repeal of the Death Tax: The repeal of the death tax (the federal estate tax levied on individuals and including owners of businesses after their death) is a provision in the GOP tax plan that would greatly benefit many of our member companies. In too many instances, small family-owned businesses lose a substantial amount of money whenever the founder of a business passes on. Subsequently, payment of the death tax often results in a challenging environment for many small businesses to continue operating.

Conclusion: It appears that the GOP tax plan would provide a substantial economic boost to our member companies both large and small. However, the released GOP plan is not final and is subject to change. NPMA will continue our engagement on Capitol Hill and fight for pro-growth policies.



AZPPO Presents

The Great Western Conference

March 27-29, 2018



Upcoming Events

Click on an event below for more information

October 11

[AZPPO Board Meeting](#)

October 19

[Certification Training: CORE and Industrial & Institutional](#)

October 20

[Certification Training: Wood Destroying Organisms and Ornamental & Turf](#)

November 8

[AZPPO Board Meeting](#)

November 9

[AZPPO Membership Meeting](#)

November 16

[Certification Training: CORE and Industrial & Institutional](#)

November 17

[Certification Training: Wood Destroying Organisms and Ornamental & Turf](#)

[SAVE THE DATE 2018 CONFERENCE - March 27-29, 2018](#)

[More Info](#)

Allied Member Directory

The following companies provide support to the industry and are members of AZPPO.

Affordable GPS Tracking Victor Krstec: 623-328-8906

victor@agps1.com

All Risks Pam Brunges: 800-366-5810 x3610

pbrunges@allrisks.com

Allergy Technologies Patty Maslowski: 215-654-0880;

service@allergytechnologies.com

Amvac Dean May: 214-789-8839; deanm@amvac-chemical.com

AP&G Scott Baldwin 480-760-5874; sbaldwin@catchmasterpro.com

Arizona Spray Equipment Samuel Andrus: 623-847-

5604; critter@azspray

B&G Equipment Company John Cotton: 714-319-4422; jcotton@bgeuip.com

Banker Insulation Scott Petre: 602-273-1261; spetre@bankerinsulation.com

BASF Pest Control Solutions Matthew Spears: 919-724-9346; matthew.spears@basf.com

Bayer Environmental Eric Paysen: 602-245-3659; eric.paysen@bayer.com

Bell Laboratories, Inc. Patrick Lynch: plynch@belllabs.com

Bird-B-Gone Mike Dougherty: 949-472-3116 mike@birdbgone.com

Bird Barrier Michael Gallion: 310-344-5222 michael.gallion@birdbarrier.com

Brandt Mohamed Rachadi: 678-644-5327; mohamed.rachadi@brandt.co

BrioStack Software Derrick Walker: 801-616-6182; dwalker@shortstack.me

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Central Life Sciences Blaine Oakeson: 801-731-8210; boakeson@central.com

Chemtech Supply, Inc. Jack McClure: 480-833-7578; jack@chemtechsupply.com

Control Solutions Inc Rob Ives: 713-203-4058; rives@controlsolutionsinc.com

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HR Wise Greg O'Keefe: 480-636-2109 payroll@hrwisellc.com

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Mass Mutual Kristin Rivera: 480-401-3081, krivera@financialguide.com

Mattress Safe Tiffany Epps: 770-205-5335 X211, tiffany@mattresssafe.com

Metro Institute Michael Means: 602-452-2901; mike@metroinstitute.com

MGK Matt Kenney: 559.232.8696; matt.kenney@mgk.com

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