

YOUR SUCCESS IS OUR BUSINESS!

Communication Leads to Success

Lassiter Ware recently earned the business of a large manufacturing company. They have multiple locations and unique exposures that allowed additional creativity on the part of our team. The client had worked with another agency for close to 10 years and was not getting the attention they deserved. After multiple visits and walking through their facilities several times with our partnering carrier, everyone had a very good understanding of the operations.

The Lassiter Ware team was able to put in place a more comprehensive program while addressing some specialty lines that had been neglected in the past. Property coverage was broader and liability issues are now much more clear. The client is very appreciative of the professionalism and knowledge provided. They now look forward to increased communications and insight from their Lassiter Ware partners!



Did You Know?

In these tough economic times, it is now more important than ever to **Plan Your Exit From Business Ownership.**

Lassiter Ware has partnered with Bankers Advocate to bring you an exclusive seminar for business owners and their advisors.

January 27th - 7:30am - 12:30pm
The Club at Eaglebrooke, 1300
Eaglebrooke Blvd., Lakeland, FL 33813

Whether you want to exit your business in six months or six years, the proper strategies need to be formulated and executed. This factual and hard-hitting 5 hours will give you the information you need to successfully Exit from business ownership after a lifetime of hard work. Learn from Seasoned Professionals how to:

- Structure your business for a Successful Exit
- Continue to Grow and Maintain Normal Business Operations
- Pre-transaction Wealth Planning in an Uncertain World
- Deal with Confidentiality Issues.
- Receive Maximum Post Tax Value for your Business
- Know the Types of Buyers and their Value Drivers
- How to Sell or Transfer to Family/Key Employees
- Avoid Tax and Legal Pitfalls in the Process

 **Register Now**

<https://events.r20.constantcontact.com/register/eventReg?oeidk=a07e37n6uwn2f5b6135&oseq=>

SAFETY MATTERS

OSHA Amps Up Protection For Roof Workers

The Occupational Safety and Health Administration has announced that it will rescind Standard 03-00-001 "Interim Fall Protection Compliance

Guidelines for Residential Construction," a temporary measure put in place in 1995 to help protect residential construction roof workers from fall-related injury and death.

Standard 03-00-001 allowed residential construction employers to use alternative fall protection methods in lieu of the conventional standard in certain circumstances. However,

the Bureau of Labor Statistics revealed that an average of 40 residential construction workers die annually from roof falls, suggesting the alternative safety measures were insufficient to protect workers.

"Fatalities from falls are the number one cause of workplace deaths in construction," said OSHA

Assistant Secretary of Labor, Dr. David Michaels. "We cannot tolerate workers getting killed in residential construction when effective means

are readily available to prevent those deaths."

OSHA's new directive states that residential construction and roofing companies must comply with 29 Code of Federal Regulations 1926.501(b)(13) within the next six months. 29 CFR addresses what alternative means of protection may be employed when traditional fall protection is not viable.



To view the directive in full, visit www.osha.gov/doc/residential_fall_protection.html

Federal Agencies Delay Nondiscrimination Requirements for Insured Group Health Plans under the Affordable Care Act

Under the Patient Protection and Affordable Care Act (the "Act"), insured group health plans were to be subject to nondiscrimination requirements, effective with their first plan year beginning after September 23, 2010, i.e., January 1, 2011 for calendar-year plans. On December 22, 2010, however, the Internal Revenue Service issued Notice 2011-1, stating that insured plans will not have to comply with the new nondiscrimination requirements until further guidance is issued. According to the IRS, comments that were received regarding the applicability of requirements "similar to" portions of Section 105(h) of the Internal Revenue Code to insured plans led the three agencies responsible for implementing the Act – the Departments of Treasury, Labor and Health and Human Services – to decide to delay enforcement of the nondiscrimination provisions until additional regulatory guidance can be issued.

The IRS also noted that there were fundamental concerns about plan sponsors' ability to comply with the new law without further guidance, and requested that further public comments on a number of areas of concern be submitted by March 11, 2011. Specifically, the IRS asked for comments about thirteen concerns that additional guidance should address, including the following:

- On what basis should a determination be made that a plan provides nondiscriminatory benefits, as well as what constitutes "benefits"
- How should the new rules apply to insured group health plans beginning in 2014 when health insurance exchanges become operational under the Act, and various other provisions (e.g., employer and individual responsibility provisions) take effect
- Should an alternative method of compliance, that would require only a coverage test, be available
- Should use of a "nondiscriminatory classification" provision be allowed, and should a definition of "highly compensated employee" from Code Section 414(q) be allowed to be used for those purposes
- Should employers be permitted to aggregate "substantially similar" coverage options for purposes of nondiscrimination testing and, if so, on what basis should a "substantially similar" determination be made
- How should the nondiscrimination standards be applied to separate plans that are maintained in distinct geographic locations.

If you have any questions about the effective date or any other aspects of the new nondiscrimination tests, please contact one of the members of the Employee Benefits Group.



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Commercial Lines Department

Lassiter Ware Insurance
1317 Citizens Boulevard
Leesburg, FL 34748
800.845.8437
Fax: 888.883.8680
www.lassiterware.com

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