



Special Seminar

IRS 1099 Status — Independent Contractors Are You Following the Rules?

Thursday, March 10, 2011

Pebble Technology

15540 North 77th St, Scottsdale Rd.

11:30 a.m. Registration Opens

12:00 p.m. Lunch & Program

Due to the economy, a lot of companies have opted to change their workers' status from employees to independent contractors (1099). There are a number of guidelines that must be followed in order to comply with the status.

Discussion to Include:

Behavioral: Does the company control or have the right to control what the worker does and how the worker does his or her job?

Financial: Are the business aspects of the worker's job controlled by the payer? (these include things like how worker is paid, whether expenses are reimbursed, who provides tools/supplies, etc.)

Type of Relationship: Are there written contracts or employee type benefits (i.e. pension plan, insurance, vacation pay, etc.)? Will the relationship continue and is the work performed a key aspect of the business?

Guest Speakers, Attorneys at Law Ivan Kolesik and Fidelis Garcia

Ivan Kolesik has been assisting Arizona clients with construction law issues for over 15 years. Mr. Kolesik is a member of the Executive Council of the Construction Law Section of the State Bar of Arizona, and is a former President and Board Member of the National Association of the Remodeling Industry (NARI), Greater Phoenix Chapter. Mr. Kolesik has also served on the Advisory Council to the Arizona Registrar of Contractors for the last 10 years. He received his Juris Doctor degree from the University Of Arizona School of Law and has given many classes and legal seminars in conjunction with the Small Business Administration, SCORE, NARI, the Arizona ROC and many other contractor groups and private organizations on a wide variety of legal topics.

Fidelis Garcia is a former member of Governor Napolitano's Cabinet, and has served as the Director of the Arizona Registrar of Contractors. In addition, he was the presiding judge for the Guadalupe Municipal Court, a judicial officer for the Phoenix Municipal court and a juvenile hearing officer for the Maricopa County Superior Court. Garcia is a member of both the State Bar of Arizona and the Los Abogados Hispanic Bar Association.

Who Should Attend: HR staff, supervisors, owners, managers

Registration

Members: \$20 per person

Non-members: \$30 per person

PAYMENT IS DUE IN ADVANCE OF THE PROGRAM -- There will be no invoicing.

Company: _____ Phone: _____

Name: _____ Name: _____

Name: _____ Name: _____

Please Circle One: Visa MasterCard

Name on card _____ Card Number _____

Exp _____ 3 or 4 digits on back of card _____

Address statement is mailed to _____ Signature _____

Please fax registration form to 602.631.9084 or email skregar@apsp.org by Monday, March 7, 2011.

Make checks to ACCA and mail to: ACCA, P.O. Box 42237, Phoenix, AZ 85080

Questions? Call 602.631.4083

No-shows and cancellations with 48 hours of program will be charged.