



*Driving Business to  
Peak Performance!*



## **Amy Bergman to speak at Adrian Area Chamber of Commerce May 28th Adrian in the AM Meeting**

MasterMind Consulting Network  
May 2009

### **“Building Lean Muscle in Your Business”**

Smart and simple fitness exercises to build strength and improve the health of your business especially in these recessionary times. There will be time as well to share some of your own ideas for fighting the recession. Presented by Amy Bergman, SPHR, Director of Business Development, MasterMind Consulting Network, this will be a timely and relevant topic for us all. The event will be held at the Lenawee Country Club from 7:30 am until 9:00 am. Call the Adrian Area Chamber of Commerce for reservations at 265-2320 (\$10 members; \$15 non-members).

MasterMind Consulting Network has served over 400 companies with a network of consultants in Michigan and is currently expanding regionally and internationally. For nearly 20 years MCN has worked with businesses identifying, addressing and solving problems in all areas of operations.

#### **NEW BUSINESS OPPORTUNITIES**



Become a participant in the Buy Michigan First Program through the State of Michigan. [Click here](#) to learn more

or contact MCN for guidance.

#### **2009 HUMAN RESOURCE & EMPLOYMENT LAW UPDATES**



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New legislation goes into effect in 1st Quarter 2009 impacting employers of all sizes. In brief:

**FMLA: The Federal Family and Medical Leave Act and Military Leave** effective January 16, 2009 will expand to include military leave coverage requirements.

**ADA - ADAAA: American's With Disabilities Act Amendments Act** effective January 1, 2009 now includes clarifications on the definition of disability, exclusion of consideration of mitigating measures, broadened the scope of “regarded as” disabled, and various additions to the list of major life activities.

**I-9 Reporting:** Employers will be required to begin using the new I-9 Form along with the new rules on acceptable documents used to satisfy the forms requirements on February 2, 2009.

**NEW – From the Stimulus Package Legislation:**

**COBRA (ARRA) Coverage Expansion:** effective March 1, 2009 now provides a 65% subsidy of premium payments (paid by the employer and reimbursed upon tax filing), can be applied retroactively to terminated participants from 9/1/08 and extends coverage periods for certain individuals; also requires revised notifications to eligible plan participants and revisions to plan documents.

**CHIPRA:** effective April 1, 2009 has two new special enrollment rights for plan participants and requires disclosure to employees and state agencies.

**HIPAA:** numerous expanded privacy and security requirements which go into effect in varying degrees over the next 12 months.

Now Available – The Human Resource Compliance Audit: This audit service reviews a variety of employer activities to determine if the organization is in compliance with all required federal and state requirements.

Also available are The Human Resource Best Practices Audit and the Human Resource Strategic Audit.

To find out more about the HR Audits available, please contact Amy Bergman, 517-917-5730 or [amy@mastermindconsult.net](mailto:amy@mastermindconsult.net), today.

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