

The CALIFORNIA MOVING & STORAGE ASSOCIATION

Presents:

INDEPENDENT CONTRACTOR SEMINARS:

Moving industry in the crosshairs -

Update contractor relationships before the audit

Tuesday, February 21, 2012

10:00 am – 2:30 pm

The Clubhouse at Las Positas
(Beeb's Sports Bar & Grill)
915 Clubhouse Drive
Livermore, CA 94551
(925) 455-7070

Thursday, February 23, 2012

10:00 am – 2:30 pm

The Holiday Inn at Long Beach Airport
2640 N. Lakewood Blvd, Long Beach, 90815
(562) 498-5440
Ask for \$129 Catering Room Rates

Price (Including Lunch):

CMSA MEMBERS: \$140.00 ~ NON-MEMBERS: \$200.00

Independent Contractor Seminar Attendees Will Learn:

- ❖ Why the Transportation Industry is targeted for an aggressive audit campaign now;
- ❖ Which Federal and State agencies are leading the charge, will they gang up, double dip;
- ❖ What fines and penalties your company could be facing;
- ❖ What it means for Independent Contractors to be arms-length businesses;
- ❖ What facts and practices an auditor will examine to build a case against your company;
- ❖ What are the determining factors when deciding whether someone is an Independent Contractor or an Employee with special focus on Moving Industry examples;
- ❖ How to legally and legitimately tweak your contracts, paperwork, protocol and practices to tip the "balance of factors" in your favor;
- ❖ What might an Independent Contractor audit questionnaire look like; and
- ❖ Why you should not blindly follow the lead of your past practices, the Van Line or your esteemed colleague or competitor; it's time to think for yourself and take action.

Presenters:

**CMSA Association Counsel Mark Hegarty, Hegarty Law Offices
CMSA President Steve Weitekamp**

- Please complete and fax to the CMSA at (562) 865-2944 -

Co. Name _____ CMSA Member []
 Address _____ Non-member []
 Signature _____ Check Enclosed \$ _____
 Credit Card # _____ Exp Date _____ Amt \$ _____
 Visa [] MC [] Discover Card []
 Card billing address _____ Zip Code _____
 Three number code on back of card _____ Email Address _____
 Phone _____ Fax _____

<u>Name</u>	<u>City Attending</u>	<u>Date</u>
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