

January 14, 2016

More ABCs of Employment Law

Organizer:

Steven Bartolotta, CPA

Presenters:

Steven Bartolotta, CPA

William J. Bethune, Senior Counsel, McCandlish& Lillard, P.C.

Bobby Bhatia, Manager, Tax, Cherry Bekaert

Presentation Overview:

In a regulatory environment where employment decisions are becoming increasingly expensive, the factors that make someone an employee or an independent contractor take on added importance. What are the tax and legal implications of classifying and misclassifying someone as an employee or an independent contractor? What are the hallmarks of an employee and an independent contractor? What steps can be taken to correctly classify employees and independent contractors? We'll also examine the use of interns in the workplace, including whether there is such a thing as an unpaid intern. Finally, we'll take a look at how some recent cases involving workplace issues have come out. There may be some surprises here!

Topics of Discussion

In this interactive session, we will cover the following material:

- What are the mistakes that employers most commonly make that lead to misclassifying someone as an independent contractor?
- What legal protections should go into an independent contractor agreement?
- What limitations can be placed on an independent contractor without jeopardizing the status?
- What are the rules for employing unpaid interns?

About Our Presenters:

Steven Bartolotta, CPA

Steve, a self-employed CPA, has a long career as a part time controller and CFO. Steve has worked with a diverse group of companies in different industries, but the largest group today is government contractors. Since many new government contractors are unaware of the DCAA accounting requirements, Steve sets up their accounting system in QuickBooks and teaches them the basic accounting requirements. Frequently, these companies are surprisingly large and have simply ignored the accounting / finance function. Typically, Steve works with them to reconstruct multiple years of accounting prior to a DCAA examination. Many of these companies are unable to have a financial statement audit or tax return completed until their

Date | Time | Location

THURSDAY
January 14, 2016

7:30 AM to 8 AM
Networking and
Continental Breakfast

8 AM to 9 AM
CXO Forum
Presentation

9 AM to 9:15 AM
Burning Issues: Discuss
your specific challenges
with colleagues and
fellow CXO Forum
members

Location
Cherry Bekaert
1934 Old Gallows Road
4th Floor
Vienna, VA 22182
703.506.4440

For directions, visit
www.cxoforum.com

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For more information,
please contact
Neal G. Koller
President, CXO Forum
President & CEO,
PluroGen Therapeutics, Inc.
443.994.0101
nkoller@cxoforum.com

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January 14, 2016



accounting is reconstructed. In many cases, Steve stays on as a part time controller or CFO.

Bill Bethune

Bill is well known to CXO Forum members, serving on the steering committee and as co-Chair of membership. Bill's practice includes representing clients on a wide variety of business issues including entity formation, dissolution, governance, transactions, workplace, and strategic partnerships and other combinations. Bill has been voted as Legal Elite in

Business Law for 4 consecutive years in a survey of lawyers conducted by the Virginia Bar Association and published by Virginia Business magazine.

Bobby Bhatia



Bobby is a Tax Manager at Cherry Bekaert in the Tysons Corner office. Bobby has more than ten years of experience providing tax compliance and consulting services to middle market companies, including technology, government contracting, professional services and financial services firms. Bobby's areas of experience include corporate and state tax compliance and consulting for corporations, flow-thru entities (partnerships, S-corps, and limited liability companies). Also, throughout the year, he keeps his clients informed about tax law changes, opportunities and potential tax liabilities. Bobby has been with the firm for almost two years.

Education: Bobby graduated with a bachelor's of science in Accounting from George Mason University in 2005 and is currently pursuing his MBA and Masters in Taxation.

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