



News & Views *from* OWWA

December 2012

Executive Directors Annual Report

YOUR ASSOCIATION HAS WORKED HARD ON YOUR BEHALF THIS PAST YEAR

I cannot say enough about how hard your Board of Directors and Committees have worked over this past year on behalf of the water well industry.

The Legislative Committee has been involved working with a coalition of Associations on the Underground Damage Prevention Bill. Your Legislative Committee continues to enjoy a close working relationship with the Health Department, Department of Natural Resources, and State EPA. The close working relationship with these three agencies is something that we should not take for granted. So many associations find themselves in an adversarial relationship with government agencies. It is a credit to your Legislative Committee and the Administrators of these three agencies that they respect each other's point of view, and allow for an exchange of information and permit open discussion of industry issues.

The Farm Science Review Committee made sure that we were very visible to the thousands of FSR attendees. The OWWA booth did

an excellent job of marketing both our industry and our members to the agricultural community.

The Convention Committee provided a great Convention and Trades Show that is highlighted in this issue of the newsletter. The Committee made sure that we had a full line of first rate seminars. Also, thanks to the great support of our sponsors and exhibitors.

All of your District Presidents have been active too. 2012 reflected a record number of District Meetings for OWWA.

Looking to 2013, your Well Conference Committee is hard at work. Plans are to hold a Well Conference in the first half of 2013. The preliminary plans call for the conference to include geothermal. More information will be coming to you in the very near future.

The economy has dealt our industry a very challenging time over the past few years, but through strong leadership, OWWA remains active and on the front-lines representing the membership. Hopefully, we are looking toward an even brighter 2013.

On behalf of the OWWA staff, we enjoy working with all of you. Never hesitate to give us a call if you think we can be of assistance.

*Warmest thoughts and
Best Wishes for a wonderful
Holiday Season and a very
Happy New Year!*



from the
**Ohio Water
Well Association**





ATTEND TO YEAR-END LEGAL MATTERS - Your Checklist -

2012 is coming to an end and for most of you that means the end of your fiscal year as well. Don't let the holiday season frenzies cause you to neglect important year-end business affairs. Here is a handy checklist of some things you need to consider.

- Schedule your annual corporate meetings for shareholders and directors; give notice in accordance with your bylaws/code of regulations; set the agenda for the meeting
- Review your corporate minute book to make sure it is up-to-date; are last year's minutes in there and are they signed? Did the minutes call for certain actions to be taken during the year and have these items been accomplished? Do the minutes ratify corporate actions, such as contributions to benefit plans, borrowing, auto leasing and monetary distributions?
- Has there been a change in the officers, directors or shareholders? Do the corporate records reflect those changes? Do others need to be elected?
- Are there shares of stock needing to be transferred or canceled? Is your share ledger in the back of the minute book up-to-date?
- Is the statutory agent designated to receive important papers current and on file with the Secretary of State? – check the State's website
- Is your corporation in good standing with the State? – check the State's website
- Is the corporation doing business in any other state? Is it appropriately registered and meeting the requirements to do business in those states?
- Is the annual financial report, including a balance sheet, statement of profit and loss and surplus, and an opinion of the financial position of the corporation being prepared?
- Do the corporate records verify payments of salaries versus bonuses and dividends? – the IRS can contend that payments to corporate officers or employees or shareholders are not deductible dividends and that payments to its officers who are not shareholders are not deductible – better assure the proper classification of such payments by identifying the payments as deductible compensation and consider identifying the justification
- If no, or nominal, dividends are to be paid, and your corporation has a large amount of accumulated earnings, do the minutes include a statement of the reasons why the earnings are being retained?
- Have you changed financial institutions during the year and not noted it within the corporate records? Are those who are authorized to sign checks still the appropriate names and are the appropriate corporate resolutions contained within the minute book?
- Have there been loans to officers or shareholders needing to be documented by minutes and promissory notes?
- Do you have a buy/sell agreement which regulates and restricts the transfer of shares so you don't end up with an unwanted "business partner?" Have you updated the valuation information which sets the price for which shares are repurchased? Has the buy/sell agreement been amended to include new shareholders?
- Are your benefit plans, such as retirement, profit sharing, medical reimbursement, Section 125 or 401(k) plan, appropriately documented within the corporate records and in full compliance with the law? Are the summary plan descriptions you give to employees up-to-date? Are you strategizing about the impact of the Patient Protection and Affordable Care Act?
- Have you consulted with your CPA regarding year-end matters, such as tax incentives for such things as equipment purchases, you still may wish to take advantage of before year-end?
- Have you evaluated the cost of your workers' compensation program? Have you shopped for enrolment in a workers' comp group that provides good savings (discounts) and effective third party administration? Have you gone online and looked at your claims history to identify your major claims? Have you met with your workers' comp attorney to devise a plan to eliminate costly claims from your experience and reduce your premiums?
- For those key employees hired this year, do you have employment agreements in place addressing such things as non-disclosure of confidential information and non-competition? It's not too late.
- Have you reviewed your general liability insurance and other business coverages with your agent to ensure proper, cost effective coverage?
- Are your licenses to do business in various locales current?
- Have you reviewed the exempt and non-exempt wage-hour status of your employees to ensure wages and applicable overtime are being paid properly and records maintained appropriately?
- Your personnel policies and practices may require modification due to recent NLRB decisions applicable to non-union employers – is your employee handbook up-to-date?
- Remember to run the numbers on your OSHA 300 logs and to prepare the 300A for posting

Dust off those corporate records and make sure that everything is ready for 2013. If you need legal assistance in your business affairs, contact Bob Dunlevey at Dunlevey, Mahan & Furry (937) 223-6003.

Water Wells in Proximity to Natural Gas or Oil Development

What You Need to Know

As oil and gas development increases around the country, NGWA reminds water well owners about the importance of testing their water wells prior to oil and gas well installation. This provides a baseline for comparison after oil and gas production.

What is hydraulic fracturing?

Hydraulic fracturing has captured headlines in areas where gas development is occurring. Hydraulic fracturing is a petroleum-industry process in which fluids, commonly made up of water and a small percentage of chemical additives, are combined with sand and are pumped at very high pressure into a geologic formation holding gas. The resulting fractures allow the release of natural gas, which can be collected.

Currently, the U.S. EPA is studying whether hydraulic fracturing adversely affects groundwater quality as the practice expands rapidly into other types of geologic formations, particularly shales. Preliminary results from this study are expected in late 2012.

Suggested options for water well owners

If you own a water well in an area where hydraulic fracturing activity will soon take place, NGWA suggests some special water testing procedures. You can learn more about these by going to www.NGWA.org, clicking on the “Media Center” tab, then on “Information briefs.”

For some water well owners, the cost of water testing may be an issue. In the rare cases where regulatory or legal action is necessary, a comprehensive analysis is often better. However, water testing—especially for organic chemicals or chemicals in minute amounts—can be expensive.

NGWA has compiled a list of constituents to test in areas of oil or gas development. It includes the major ions in groundwater which consist of calcium, magnesium, sodium, potassium, alkalinity (bicarbonate and carbonate), sulfate, and chloride. These usually make up more than 90% of all dissolved constituents in groundwater, and are used to define a water “type”—similar to labeling blood types. Analyzing this suite of ions both pre- and post-drilling allows for quantitative changes in water quality to be determined.

Following are steps well owners can take before and after oil and gas production takes place:

Step 1. Prior to oil and gas operations, have a professional, such as a qualified water well system professional, test your groundwater quality for appropriate constituents to establish a water quality baseline for post-fracturing or drilling analysis. You can find a professional by going to www.wellowner.org, then click on the “Finding a Contractor” tab.

When seeking a qualified drinking water testing lab, check with your state or local health department, or go to NGWA’s Web site www.wellowner.org and click on “Water Quality” on the menu and then “Water Testing” beneath. If local labs do not test for substances you wish to check, there are national water testing labs that may be able to help, such as the National Testing Labs (www.ntllabs.com) and Underwriters Laboratories (www.ul.com).

Step 2. In the absence of a list developed specifically for your area by a credible source, the following list from NGWA includes basic constituents that should be considered for water quality analysis prior to oil and gas operations.

Major Ions:

alkalinity, calcium, chloride, magnesium, potassium, sodium, sulfate

Minor and Trace Elements:

arsenic, barium, boron, bromide, chromium, iron, manganese, selenium, uranium

Water Quality Parameters:

pH, specific conductance, total dissolved solids (TDS), turbidity

Organic Chemicals:

benzene, toluene, ethyl benzene, xylene (BTEX); diesel range organics (DRO); dissolved methane; gasoline range organics (GRO); total petroleum hydrocarbons or oil and grease (HEM)

Examples of other localized water quality testing recommendations can be found at wri.eas.cornell.edu/gas_wells_5_1489175471.pdf.

Step 3. Once hydraulic fracturing has taken place, water well owners should consider retesting their water quality against the baseline results and against any additional fracturing fluid chemicals that have been voluntarily disclosed. The Ground Water Protection Council (GWPC) Frac Focus Web site (fracfocus.org) lists chemicals used in fracturing fluids voluntarily disclosed by some companies.

Post-drilling water quality testing should be done within six months of completion of drilling and hydraulic fracturing. Continued sampling should be done at least annually as long as practicable. Subsequent screening using the pH and specific conductance, or total dissolved solids measurements, can be less expensive ways to see if changes have occurred. An increase in the concentration or occurrence of these constituents could indicate that further, more sophisticated water quality testing should be done.

What to do if water quality changes

If there is a change in water quality, the well owner should discuss it with local or state health or environmental protection authorities.

Most constituents in water can be treated by in-home systems. When considering a water treatment device, make sure its specifications match the substances and concentrations you wish to treat. You may want to check with the Water Quality Association (www.wqa.org) and NSF International (www.nsf.org) to determine whether the technology being considered has been performance tested.

Where can I get more information?

For more information on your private water well, contact your local contractor. Also, visit the Web site of the National Ground Water Association, www.NGWA.org, and its site just for well owners, www.wellowner.org.

OWWA Safety Training



Minute Men HR Management Services

**OSHA
10 & 30
HOUR
CERTIFICATIONS**



SESSION 1:

Tuesday, January 22, 2013

Introduction to OSHA, OSHA Focus Four Hazards, Personal Protective and Lifesaving Equipment, Health Hazards in Construction

SESSION 4:

Thursday, January 31, 2013

HazCom, Health Hazards, Lead, Asbestos, Silica, Flammable & Combustible Liquids & Welding & Cutting

SESSION 2:

Thursday, January 24, 2013

Continuation of OSHA Focus Four Hazards, Stairs and Ladders, Electrical, Tools-Hand & Power, Cranes, Derricks, Hoists, Elevators and Conveyors

SESSION 5:

Tuesday, February 5, 2013

Cranes, Rigging, Material Handling, Signs, Signals & Barricades and Powered Industrial Trucks

SESSION 3:

Tuesday, January 29, 2013

Scaffolding, Aerial Lifts / Man lifts, Fire Protection & Prevention & Housekeeping

SESSION 6:

Thursday, February 7, 2013

Motor Vehicles, Confined Space, Excavation and Concrete Masonry **REVIEW**

For registration or additional information please contact:

Kate Hendrickson @
937-278-5723
Or
khendrickson@assnsoffice.com

PLEASE NOTE:

Sessions 1 & 2 must be completed to receive OSHA 10-Hr. card and Sessions 1 thru 6 to receive OSHA 30-Hr. card.

TIMES:

All sessions will run from 8:00 am – 3:00 pm

Lunch and breaks will be provided

LOCATION:

2077 Embury Park Rd.
Dayton, Ohio 45414

PHONE:

937-278-5723

View your company's safety training records @
www.safety-sys.com



OHIO WATER WELL ASSOCIATION

ROBERT H. POPE, EXECUTIVE DIRECTOR

OSHA 10 & 30 Hour Training

NAME OF FIRM: _____

ADDRESS OF FIRM: _____

PH: _____ FX: _____ EMAIL: _____

We will be sending the following individuals to attend from our firm:

NAME	Session 1 5hrs	Session 2 5hrs	Session 3 5hrs	Session 4 5hrs	Session 5 5hrs	Session 6 5hrs
_____	<input type="checkbox"/>					
_____	<input type="checkbox"/>					
_____	<input type="checkbox"/>					
_____	<input type="checkbox"/>					
_____	<input type="checkbox"/>					
_____	<input type="checkbox"/>					

Sessions 1 & 2 must be completed to receive an OSHA 10 hr. Card and Sessions 1 thru 6 to receive an OSHA 30 hr. Card.
 OSHA 10 Hr. - \$185 for Members \$250 for Non-Members
 OSHA 30 Hr. - \$400 for Members \$550 for Non-Members

TOTAL AMOUNT DUE \$ _____

MAKE A CHECK PAYABLE TO **OWWA** & SEND IT ALONG WITH THE REGISTRATION FORM OR FILL OUT THE CREDIT CARD INFORMATION BELOW:

[] VISA [] MASTERCARD [] AMERICAN EXPRESS

CARD NUMBER _____ EXP. DATE _____

NAME APPEARING ON CARD: _____ SIGNATURE: _____

Return To: 2077 Embury Park Rd. Dayton, Ohio 45414 ☎ 937-278-0308 or 888-294-0084
 ☎ 937-278-0317 ✉ owwa@assnsoffice.com



Ohio Water Well Association 2012 Convention and Trade Show **HIGHLIGHTS!!**

DIRECTORS ELECTED AT CONVENTION

The following Directors were elected to the OWWA Board of Directors at the OWWA Annual Business Meeting held in conjunction with the Convention and Trades Show:

Director Contractor At Large **Steve Kinney** of Jamison Well Drilling, Inc.
Director Manufacture/Supplier At Large **Rick Deems** of Nelsen Corp.

OWWA PERFECT ATTENDANCE AWARDS

The following Board Members were recognized at the Board Meeting the night before the Annual Convention and Trade Show for their perfect attendance at the Board Meetings in 2012:

Bob McClain of Franklin Electric
Jacob Crabtree of Crabtree Well & Pump
Bob Domer of Domer Water Supply
Brandon Mantel of Donamarc Water Systems Co.

2012 Scholarship Winners Awarded

This year the Ohio Water Well Association was pleased to be able to grant three \$800.00 scholarships to the industry's youth. These scholarships were granted to the following individuals:

Jeffrey Burgess **Brittany Hardman** **Regis Stockart**
Burgess Drilling, Inc. **Hardman Drilling** **R.G. Stockart Drilling Company**

Our congratulations and best wishes go out to these students on their academic endeavors. These scholarships are made possible by the generous contributions of our OWWA members. Please take this opportunity at the Convention to participate in one of our fundraisers for the Scholarship Program: The Silent Auction; and the 50/50 raffle. You may also make direct contributions to the program. Just see an OWWA Staff Member to donate.



CONVENTION EXHIBITORS:

American Granby, Inc.

Amtrol Inc., Endot Industries, Flint & Walling

Atlas Copco

Baroid IDP

Boshart Industries

Carr Supply, Inc.

CertainTeed / Wuertz Sales

CETCO

Delta Pump & Systems, Inc.

Fallsway Equipment Company

FLOMATIC

Foremost Industries

Franklin Electric

Fred's Water Service, Inc.

GEFCO, INC.

Global Drilling Suppliers, Inc.

Grundfos Pumps

Hose Solutions, Inc.

MAASS Midwest

Merrill Mfg.

National Ground Water Association

Ohio Department of Health

Ohio Department of Natural Resources

Pentair Water

Preferred Pump

RJM Sales, Inc.

Schramm, Inc.

Topline Marketing, Inc.

Valley Farms Supply, Inc.

Warren Pump & Supply Co.

WellMate & American Plumber

Wells, Inc.

Worldwide Drilling Resource, Inc.

Xylem

CONVENTION SPONSORS:

Breakfast Sponsor:

Pentair Water

Nametag Sponsor:

Baroid - IDP

Cash Doorprize

Sponsors:

Foremost Industries

And

Grundfos Pumps

Lunch Sponsors:

Franklin Electric

Johnston Supply, Inc.

Preferred Pump & Equipment

Handout Sponsor:

WellMate and

American Plumber

Seminar Break Sponsor:

Warren Pump & Supply Co.





Pictures Courtesy of WorldWide Drilling Resource, Inc.



HR MANAGERS MEETING



USING COMPANY CULTURE TO CULTIVATE SUCCESS

with Antonette Lucente of Blue Gill Consulting

Wednesday, January 30, 2013 from 11:00 a.m. - 1:00 p.m.

LIVE AT THE OWWA OFFICE OR VIA THE INTERNET AS A WEBINAR

(get streaming video and see the presentation on your computer while you dial in by phone for the meeting audio)

OWWA OFFICE • 2077 Embury Park Road • Dayton, Ohio 45414

The objective is to help attendees understand how having a strong organizational culture can serve as a powerful influence on a company's success. Culture begins with the leaders of the company who provide a powerful example to the rest of the team.

OWWA Registration Form

Company Name: _____

The following individuals will be in attendance:

_____ via webinar Email: _____ or at location

_____ via webinar Email: _____ or at location

(If you are participating via Webinar, the necessary phone number, web address, and handouts will be emailed prior to the start of the seminar.)

The cost is \$50.00 per person for Members and \$75.00 per person for Non-Members. Lunch included for on-site participants.

Total Amount Due of \$ _____

Make checks payable to SAWO (the sponsoring association) or fill out the credit card information below:

[] VISA [] Master Card [] American Express [] Discover

Name Card _____ Credit Card Number _____

Exp. Date _____ Billing Zip _____

This Session Is Sponsored By:

Subcontractors Association of Western Ohio
Central States Insulation Association
Lima Area Mechanical Contractors Association
Mechanical Contractors Association of Greater Dayton
Ohio Water Quality Association
Roofing Contractors Association of Central Ohio

Buckeye Frame Building Association
Dayton Builders Exchange
Mason Contractors Association of Dayton
Ohio Roofing Contractors Association
Ohio Water Well Association
Sheet Metal & Roofing Contractors Association
of the Miami Valley, Ohio

DOT OFFICE OF DRUG AND ALCOHOL POLICY AND COMPLIANCE NOTICE



Recently, the Department of Justice (DOJ) issued guidelines for Federal prosecutors in states that have enacted laws authorizing the use of “medical marijuana.”

<http://www.justice.gov/opa/documents/medical-marijuana.pdf>.

We have had several inquiries about whether the DOJ advice to Federal prosecutors regarding pursuing criminal cases will have an impact upon the Department of Transportation’s longstanding regulation about the use of marijuana by safety-sensitive transportation employees – pilots, school bus drivers, truck drivers, train engineers, subway operators, aircraft maintenance personnel, transit fire-armed security personnel, ship captains, and pipeline emergency response personnel, among others.

We want to make it perfectly clear that the DOJ guidelines will have no bearing on the Department of Transportation’s regulated drug testing program. We will not change our regulated drug testing program based upon these guidelines to Federal prosecutors.

The Department of Transportation’s Drug and Alcohol Testing Regulation – 49 CFR Part 40, at 40.151(e) – does not authorize “medical marijuana” under a state law to be a valid medical explanation for a transportation employee’s positive drug test result.

That section states:

§ 40.151 What are MROs prohibited from doing as part of the verification process?

As an MRO, you are prohibited from doing the following as part of the verification process:

(e) You must not verify a test negative based on information that a physician recommended that the employee use a drug listed in Schedule I of the Controlled Substances Act. (e.g., under a state law that purports to authorize such recommendations, such as the “medical marijuana” laws that some states have adopted.)

Therefore, Medical Review Officers will not verify a drug test as negative based upon information that a physician recommended that the employee use “medical marijuana.” Please note that marijuana remains a drug listed in Schedule I of the Controlled Substances Act. It remains unacceptable for any safety-sensitive employee subject to drug testing under the Department of Transportation’s drug testing regulations to use marijuana.

We want to assure the traveling public that our transportation system is the safest it can possibly be.

Jim L. Swart
Director
Office of the Secretary of Transportation
Office of Drug and Alcohol
Policy and Compliance
Department of Transportation
October 22, 2009

Lead-Content Law to Affect Groundwater Industry

The National Ground Water Association (NGWA) urges water well system contractors to begin purchasing and inventory management planning to comply with a new law to reduce the lead content allowed in pipe, pipe fittings, plumbing fittings, and fixtures.

Back inventory of products not meeting the definition of lead-free under the Reduction of Lead in Drinking Water Act can no longer be used after January 3, 2014, unless the product is exempted under the law.

The Act changed the definition of lead-free to mean not containing more than a weighted average of 0.25% lead when used with respect to the wetted surfaces of pipes, pipe fittings, plumbing fittings, and fixtures. As of January 4, 2014, no person may introduce into commerce or use any pipe, or any pipe or plumbing fitting or fixture, in the installation or repair of any public water system or any plumbing in a residential or nonresidential facility providing water for human consumption, that is not lead-free under this new definition.

The definition of lead-free solder and flux – 0.2% lead – was not affected by the Act.

Jeffrey W. Williams, MGWC, CVCLD, vice president of Spafford & Sons Water Wells in Jericho, Vermont, said he spent 14 months reducing his on-hand materials prior to implementation of a state law lowering lead limits. Even so, he reports he still had 15% of his product inventory that didn't comply with that state's law.

"From my experience, it certainly helps to start the transition process early to prevent any future issues," Williams said. "I believe we as an industry need to be as proactive as possible in preparing for this new law and the rules that follow."

U.S. Environmental Protection Agency rulemaking is expected to provide additional guidance on the new law's implementation, although final rule publication is considered highly unlikely until after the law's implementation date. Topics that may be addressed through rulemaking include:

- How repair of components will be treated
- Whether and what product labeling may be mandated
- Clarification on the scope of coverage and the scope of exemptions
- Whether and through what process product certification, third-part or otherwise, may be required.

NGWA members can learn more on www.ngwa.org by looking under "Member exclusive content" and clicking on the frequently asked questions regarding the lead-content law.



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National Ground Water Association
www.ngwa.org
www.wellowner.org

OWWA Meeting With OWQA On Joint Association Activities

At a recent meeting, OWWA Board Members met with representatives from the Ohio Water Quality Association to talk about some common interests between the two associations. After some discussion, it was decided that OWWA and OWQA would work cooperatively in 2013 on relative government issues including the EPA Green Book revisions, Ohio Department of Health oversights of private water systems, and legislative monitoring.



SAVE THESE DATES!!

**OWWA
Well Conference
May 2013
(Details Coming Soon)**

**The Ohio State
University
Farm Science Review
London, OH
September 17-19**

**OWWA Convention
& Tradeshow
Aladdin Shrine Center
Columbus, Ohio
November 7, 2013**



Unemployment Contribution Rate Determination Form Distributed in November

The Ohio Department of Job and Family Services (ODJFS) will be sending employers their 2013 Contribution Rate Determination form later in November. This form notifies employers of their unemployment tax rate for the upcoming year.

A review of this document is important and the following action should be taken if applicable to your account:

Appeal the tax rate if there are discrepancies in any information used to determine this rate. ODJFS allows employers 30 days from the mailing date of the tax notification to submit their appeal.

Review your option to “buy down” this rate by making a voluntary contribution by 12/31/12. A voluntary contribution calculation should be completed to determine if there is a savings to your business at the lower rate.

Commonly owned businesses can apply for a “joint rate” if this provides savings opportunities to your businesses. A common rate study should be completed before making this decision and the request submitted to ODJFS by 12/31/12.

CareWorks Consultants offers unemployment assistance with tax rate matters in addition to claims, benefit charges and hearing management. The experienced unemployment team at CareWorks Consultants can assist your business to help prevent overcharging by ODJFS and mitigate costs on any unemployment claims.

To learn more about our unemployment cost control program please contact Kammy Staton at 800-837-3200 ext. 7165 or 614-526-7165.



Tom Wardell
Regional Sales Manager

E-mail: twardell@schramminc.com

Direct Line: 317.774.1713
Mobile: 610.745.5966
Main Office: 610.696.2500
Fax: 610.696.6950

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Group and Group Retro Rating Enrollment Packets Mailed - Send in your Forms Soon!

Savings quotes and enrollment packets for CareWorks Consultants' Workers' Compensation Group Rating and Group Retrospective Rating Programs have been sent to qualifying applicants.

Qualifying companies should return the forms immediately to CareWorks Consultants to ensure enrollment in our 2013-2014 group rating program. **Our deadline for receipt of enrollment forms is February 22, 2013.**

Companies currently enrolled in a CareWorks Consultants Group Rating Program do not have to re-apply and will not receive an enrollment packet. Renewal for the 2013-2014 group rating year is automatic as long as your company continues to meet the re-enrollment criteria.

If your company has not requested a no-cost, no-obligation quote for the 2013-2014 policy year, please contact CareWorks Consultants today at 1-800-837-3200 or apply online at www.careworksconsultants.com/groupratingapplication.

Because group rating has a limited window for enrollment, it is important to apply immediately for the 2013-2014 plan year! The deadline to request a quote is February 15, 2013, so complete and return your application to CareWorks Consultants as soon as possible.

The deadline to make a decision will approach quickly! Get a quote now so you can budget appropriately for your workers' compensation cost. Call CareWorks Consultants at 1-800-837-3200 and ask to speak to a sales assistant to discuss your potential savings. Choose a partner with a record of not only savings, but reliable service!



Department of the Treasury
Internal Revenue Service

"ID Theft is no longer limited to individuals. An increasing number of businesses are facing the frustrations and hardships that accompany this crime. Please click on <http://www.irs.gov/uac/Identity-Protection> for more information."

If your organization would like to keep a supply of our "ID Theft Tool Kit" bookmarks (3"x9") in your office, or for any upcoming meeting, please contact me. A copy of that bookmark may be viewed at:

<http://www.irs.gov/uac/Taxpayer-Guide-to-Identity-Theft>

(Please note: those bookmarks may **only be ordered by you** as a contact person in your organization. Those bookmarks are **only orderable for you from my office.**)

As always, you are always welcome to contact me with any concerns or questions.

Anthony J. Palmer ID# 0270595
Internal Revenue Service
1240 East 9th St Room 493
Cleveland, Ohio 44199
Phone: 216-522-8243
Fax: 216-522-7462
E-mail: Anthony.J.Palmer@irs.gov



April 9 to 11, 2013
Greater Columbus Convention Center

OSC | 13
Ohio Safety Congress & Expo

Prevention + Care - Working together. You can link everything BWC does to preventing workplace incidents or helping injured workers recover. These principles help keep Ohio workers safe, injured workers achieve better outcomes and reduce costs for Ohio businesses

Join five thousand representatives from businesses, associations and government to find realistic solutions to:

- Improve worker health and productivity;
- Prevent work force injuries and illnesses;
- Help injured workers recover and return to their lives;
- Reduce workers' compensation costs;
- Identify solutions for hazardous situations; and
- Provide cost-effective, multidisciplinary training, and professional development.

Prevention + Care: Working Together.

ABOUT OWWA

The Ohio Water Well Association had its beginnings in the 1930's. OWWA, a non-profit trade association, is dedicated to promoting the wise use and protection of Ohio's ground water resources for present and future generations.

OWWA and its members cooperate with state regulatory bodies in the collection and dissemination of ground water data and in assuring that all water well systems are completed properly and professionally, meeting all current codes of construction to protect both the owner and the environment.

Members of OWWA include water well drillers, pump installers, geothermal system contractors, manufacturers and suppliers of water system and geothermal products, geologists, engineers, regulators and others interested in the development and protection of Ohio's ground water resources.

OWWA is an affiliate of the National Ground Water Association and supports the work of the American Ground Water Trust .



BECOME A MEMBER! Membership Application

Name of firm _____

Address _____

City _____ State _____ Zip _____

Telephone (____) _____ Fax (____) _____

E-Mail _____ Website _____

INDIVIDUAL OWNER CONTRACTOR (Drilling or Pump Company).....\$135

Your name _____

DRILLING OR PUMP COMPANY (yourself and up to 2 other members of your firm).....\$165

Your name _____

Additional members from your firm:

Name _____ 2. Name _____

MANUFACTURER OR SUPPLIER (yourself and up to 2 other members of your firm).....\$165

Your name _____

Additional members from your firm:

Name _____ 2. Name _____

ASSOCIATE..... \$75 (Available only to persons who do not qualify for categories above.)

Your name _____

Please note OWWA and NGWA dues are separate (contact NGWA directly for national membership)

Please return this form with your check payable to OWWA or provide credit card information below

Total Due: _____

Name on Card _____ Billing Zip _____

Card Number _____ Exp. Date _____

Return form to: OWWA—2077 Embury Park Road, Dayton, Ohio 45414 or Fax to: (937) 278-0317



Ohio Water Well Association
2077 Embury Park Road
Dayton, Ohio 45414

PH: 937-278-0308

TF: 888-294-0084

FX: 937-278-0317

www.ohiowaterwell.org

Email: owwa@assnsoffice.com



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