



## February



### Quick Links

[AssetHR](#)

[Relevant Movement](#)

[Register  
for our upcoming  
seminars](#)

### Upcoming Events

[Rollercoaster Retirement  
- Guiding the Course of  
Retirement Savings](#)

Discussion led by John  
Heath of Heath Financial  
and Bonnie Blankholm  
of Klinger and  
Associates  
Wednesday - February  
25th

[Don't Let FMLA  
Intimidate You!](#)

Presented by Tricia  
Matzek, attorney  
Wednesday - March  
25th

### Partner Spotlight:

John Heath, Heath  
Financial

## AssetHR E-Newsletter

Dear AssetHR Friends,

### HR News

#### Stimulus Package - Impact to Employers

With regard to COBRA provisions, this is the short story. People who have involuntarily left employment will be offered the opportunity to extend benefits under the COBRA provision for a period of several months with the premium being subsidized by the employer. The employer, in return, would receive a credit back in an amount equal to the subsidy, through reduced payroll taxes. The number of months to be subsidized, the amount of the subsidy, and eligibility requirements, are being negotiated between the House and the Senate. Once settled, this will take effect immediately and employers will need to understand the requirements to comply. AssetHR is watching this closely and we will be communicating with you again as we learn more. Check any of your online news organizations for more detailed information on where the proposed legislation currently sits.



#### W4 Form

Employers are required to have their workers complete a W4 form in order to withhold the correct amount of federal income tax from employee paychecks. Let us know if you need an updated, 2009 W4 form. And soon to arrive, pending government approval, will be the 2009 W4 form in Spanish. Watch the AssetHR E-newsletter to learn when it's available.

Recently awarded a Minnesota Five Star Wealth Manager by Twin Cities Business Magazine for stellar performance, John Heath offers his 20 years of financial services experience to business owners, their employees and individual investors.

[Visit John's Website](#)

### **I-9 Form**

The Immigration Reform and Control Act (IRCA) legally mandates that U.S. employers verify the employment eligibility status of newly-hired employees and makes it unlawful for employers to knowingly hire or continue to employ unauthorized workers.

New, this year, is an updated I-9 Form that was scheduled for use beginning February 2, 2009. However, US Citizens and Immigration Services (USCIS) has delayed implementation for 60 days (until April 3, 2009) to allow further consideration of the rule and to also allow the public additional time to submit comments. The rule seeks to streamline the process for Employment Eligibility Verification by changing the list of acceptable documents. Employers should continue to use the current I-9 form, dated June 5, 2007 until further notice. For more information look to the USCIS website at:

<http://www.uscis.gov/portal/site/uscis>

## **Lead-er-ship**

### **Lead Your Ship**

Welcome to Lead-er-ship where our goal is to increase your awareness of effectively leading your own ship. In the business world today, managers are often hired through the ranks because of their excellent technical skills, product knowledge, or process expertise. Certainly this tactical component is required for success in a leadership role, but equally important is to regard whether this manager has the emotional intelligence, relationship building and communication skills needed to become a leader who can influence others toward the achievement of business outcomes. Our belief is that these "people skills" can be learned but only with focused attention, diligent practice and guidance from trusted advisors. Even the most seasoned managers with excellent people skills find they must work at becoming leaders that employees respect and want to follow. Lead-er-ship will be a regular feature in the AssetHR newsletter where we will focus on a variety of effective leadership components. Looking for more information? Check out our learning division, Relevant Movement, at [www.relevantmovement.com](http://www.relevantmovement.com).



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