

2018 PEO CAPITOL SUMMIT

NAPEO members came to the nation's capital in May for NAPEO's annual Legal & Legislative Conference, the PEO Capitol Summit. The Summit kicked off with PEO Advocacy Day. NAPEO took members to the Department of Labor, where U.S. Secretary of Labor Alex Acosta—a member of the president's cabinet—spoke directly to the group (the first time a Secretary of Labor has addressed NAPEO!). He emphasized the DOL's and PEOs' common purpose: to empower the American workforce. Attendees then walked to Capitol Hill for lunch in the Rayburn House Office Building, where they heard from several congressional speakers. Tuesday capped off with the Stars & Stripes Gala. The educational portion of the conference began Wednesday, highlighted

by luncheon keynote speaker Donna Brazile, Washington insider and former Democratic National Committee chair, who received a standing ovation. Educational sessions covered topics from current issues such as sexual harassment and cybersecurity, to perennial topics such as our annual case law update and state roundup. Attendees made use of networking opportunities as only NAPEO members do, from the opening events to the end of the conference.

**NAPEO'S 2018 LEGAL & LEGISLATIVE CONFERENCE
MAY 21 TO 24
ARLINGTON, VIRGINIA**



Cybersecurity educational session



U.S. Secretary of Labor Alex Acosta

NAPEO President & CEO Pat Cleary



Wednesday luncheon keynote speaker Donna Brazile



Stars & Stripes Gala



NAPEO members meet with Sen. Bill Nelson



The NAPEO contingent on Capitol Hill





NAPEO's Board of Directors

NAPEO Board of Directors Meeting

NAPEO healthcare counsel Seth Perretta speaks to board members



NAPEO's Board of Directors attended to the business of the association on Monday, before the PEO Capitol Summit officially kicked off. As always, the board began by reviewing the health of the association, which is robust, with the Treasurer's report. President and CEO Pat Cleary reported on the strategic plan, which is nearing the end of its term and in its final phase of reaching its goals for NAPEO. There was lively discussion about Chair Norman Paul's initiatives: the bylaws update and exploration of self-funding. Chairs of the various committees—Federal Government Affairs, State Government Affairs, Healthcare, Leadership Councils, and Membership Services—reported their progress to the board. Of particular interest was the report by the Marketing & Communications Committee about the proposed industry marketing plan using the findings of NAPEO's market research project.

Government Affairs Committee Meetings

NAPEO's Federal Government Affairs Committee, led by Chair Dawn Davidson Drantch and NAPEO VP of Federal Government Affairs Thom Stohler, had a full agenda. Updates were provided on joint employment, immigration, the Occupational Safety and Health Administration enforcement manual, Form 5500, association health plans, the proposed expansion of short-term limited-duration insurance, and the use of health reimbursement accounts. The committee approved presenting the FGAC operational guidelines to the board for approval.

Dawn Davidson Drantch, Thom Stohler



Michael Kreiter, Melissa Kelly, Daniel Harris, Kerim Fidel

State Government Affairs Committee Chair Kerim Fidel was joined by NAPEO Senior Director of State Government Affairs Daniel Harris and SGA Directors Melissa Kelly and Michael Kreiter. Priority state updates included Georgia, Kansas, Massachusetts, Missouri (where the NAPEO bill was recently signed by the governor), Ohio, and Texas. The committee also discussed state retirement plans, an exclusive remedy win in Montana, pay equity, employee classification, and the upcoming 2018 state elections.

CEO Forum: Dinner on the Wharf and a Conversation with an NFL Insider

2018 NAPEO Chair Norman Paul, Thad Steele



Craig Babigian, Britt Landrum, III, Chris Dollins, Bruce Cornutt



Bob Burbidge, John Slavic



CEO Forum speaker 'De' Smith



The CEO Forum headed to the District Wharf, D.C.'s most exciting new hot spot, to dine at Del Mar and hear an NFL insider give his perspective. DeMaurice F. "De" Smith, executive director of the National Football League Players Association (NFLPA), addressed the group. As executive director of the NFLPA during the 2011 NFL lockout, Smith played a major role in helping players and NFL owners come to terms on a new collective bargaining agreement. He highlighted the lessons he learned and how they apply across a variety of business circumstances.

Terry Hookstra, Deborah Hookstra, Pat Cleary, Karen Taylor, Thom Taylor



TUESDAY, MAY 22

Breakfast and Capitol Hill Briefing

Pat Cleary addresses breakfast attendees



Mark Strand



Congressional Institute President Mark Strand spoke to attendees about the “grand tradition” of visiting Members of Congress as members enjoyed an elegant power breakfast before heading to the Department of Labor and Capitol Hill for the day.

Department of Labor

NAPEO's first stop on Capitol Hill was the Department of Labor, where U.S. Secretary of Labor Alex Acosta spoke of the DOL's goals of growing the American workforce, restoring common sense to regulations, providing greater clarity for compliance, and leveling the playing field for small businesses. He said that PEOs have the unique ability to aggregate issues for their clients and bring them to the DOL. Solicitor Kate O'Scannlain and Acting Assistant Secretary of the Occupational Safety and Health Administration (OSHA) Loren Sweatt also spoke, reiterating the DOL's desire to assist in compliance, prevent violations, and provide guidance.



Greg Packer, Norman Paul, Alex Acosta, Barron Guss, Andy Lubash, Pat Cleary



Kate O'Scannlain



Loren Sweatt

PEO ADVOCACY DAY

Speakers and Lunch on Capitol Hill

The focus on PEOs and their positive impact on small business continued on Capitol Hill as NAPEO attendees enjoyed lunch in the Rayburn House Office Building and heard from Members of Congress and committee counsel. Rep. Joe Wilson (R-SC) thanked PEOs for what they do for small business, particularly helping them stay in business, grow, and thrive. He said Members of Congress have open doors and are happy to help with small business issues. These sentiments were echoed by Rep. Mike Coffman (R-CO) and Rep. Trey Hollingsworth (R-IN), who has a background in small business and said he sees the value PEOs bring to companies in his district. Rob Green, labor policy counsel for the Education and Workforce Committee, described the committee's involvement in oversight of labor management issues, pension reform, retirement security, benefits and healthcare, and federal contractors.

Rep. Joe Wilson



Rep. Mike Coffman



Rep. Trey Hollingsworth



Rob Green



TUESDAY, MAY 22

Visits with Lawmakers



Ross McLinden, Sen. Jon Tester



Amie Remington, Britt Landrum, III, Kym Porter, Abram Finkelstein, John Slavic, and John Harman speak with Treon Glenn, staff of Sen. Bill Nelson (on left, back to camera)

While on Capitol Hill, NAPEO members split off to visit their Members of Congress. Sixty members had a total of 194 individual appointments. PEO members explained the PEO industry, talked about their presence in their respective Member of Congress' districts, promoted PEOs as experts in compliance and employment law, and offered to be conduits to small businesses in their congressional districts. The key issue members discussed with Members of Congress was eligibility of PEO clients for the pass-through entity tax deduction.



Farrah Fielder, Rod Jordan

Legal Advisory Council Meeting



NAPEO General Counsel Farrah Fielder and LAC Chair Rod Jordan led the LAC meeting

After a day on the Hill, NAPEO's Legal Advisory Council met and discussed IRS audits, independent contractor status, joint employment, and the recent Supreme Court case about arbitration agreements.

TUESDAY EVENING: STARS & STRIPES GALA

Featuring the Capitol Steps

Larry Lynch, Eric Foodim, Dave Lawrence, Andy Lubash, Jim Bell, III, Roger Hays, Tim Graham, Ray Guerin, Dino Fabrizio



Paula Alexander, Eleni Liston, Susan Brodeur



Anne Donovan, Laurin McDonald, Lee Yarborough, Karen Taylor



Pat Cleary



The Capitol Steps

NAPEO wore its most festive red, white, and blue attire Tuesday evening for a lively cocktail party, a sumptuous dinner, and a show featuring an exclusive performance by the quintessentially-D.C. comedic musical group, the Capitol Steps, which has been satirizing and lambasting the D.C. elite in hilarious musical fashion since 1981.



Associate Member Breakfast

Associate Member Committee Chair Dan McHenry kicked off the Associate Member Breakfast with an update on NAPEO's Financial Ratio & Operating Statistics Survey. During the PEO market discussion, associate members noted positive activity in the PEO market, such as good organic growth, the failure of "disrupters" to keep clients away from PEOs for the long-term, and investor interest in the industry. NAPEO Vice President of Marketing and Communications Kerry Carruthers reported on the association's market research and industry promotion efforts, noting that associate members can help spread the word.



Dan McHenry

Luncheon Keynote Speaker: Donna Brazile



Donna Brazile, former Democratic National Committee chair and Washington insider, Wednesday's keynote luncheon speaker, had attendees alternately in stitches from her sassy, rapid-fire one-liners and mesmerized by her insightful, nonpartisan analysis of today's political climate. Of working on Al Gore's 2000 campaign, she had thought, "One of these days I want to do something that doesn't involve a disaster," adding that it taught her to lose graciously. She analyzed the state of both political parties, saying that voters want leaders who can overcome partisanship, and disruption will continue. However, she said, "We need to make sure we keep our system of government—our country is worth fighting for."

Keynote Presentation: Sexual Harassment in the Workplace



Victoria A. Lipnic



Donna Brazile

The legal portion of the conference began with the National Anthem performed by Andy Allphin, son of long-time member Lee Allphin. Keynote speaker Vicki Lipnic, current acting chair of the Equal Employment Opportunity Commission (EEOC), addressed sexual harassment. The EEOC's goal is to focus on prevention through training, although training needs to change, most importantly, through leadership culture. She also distributed the EEOC's "Promising Practices for Preventing Harassment."



Lee Allphin, Andy Allphin



Donna Brazile, Norman Paul



WEDNESDAY, MAY 23

Education

Will Weissman, Steve Pletcher: Case Law Update



Brian Nugent, Dusty Berger, Joe Lazzarotti: Cybersecurity



Gordon Berger, Eve Epstein: Ethics Session—PEO Client and Carrier Interplay



Kaleena Weaver



Rod Jordan, Amie Remington: Sexual Harassment and the C-Suite—Training for your PEO and Your Clients

Evening Reception

After a full day on Capitol Hill on Tuesday and a day packed with legal education on Wednesday, attendees unwound together. It was time to see old and new friends, compare notes, and network. Thursday began with a continental breakfast and more networking, then went right into more educational sessions and then farewells as members either grabbed their lunches to go or relaxed with one another one more time before heading home.



Troy Reynolds, Michelle Wightman, Chris O'Connor



John Polson, Brian Nugent, Sheldon Blumling



Dan McHenry, Sue Bentley, Steve Bentley

THURSDAY, MAY 24

Education and Networking

Andy Atsaves, Rob Morris, Chris Newell, Greg Vahle



Melissa Kelly, Daniel Harris, John Polson: What's Happening in the States—A Legal and Legislative Update



THURSDAY, MAY 24

Sharee Eriks



Eric Felsberg, Ted Kazaglis: Using Data Analytics to Manage Today's Workplace



Sheldon Blumling, Rod Jordan: Who is the Employer?



Norman Paul, John Slavic, Tom Jacobs



See You Next Year: May 20 to 23, 2019

As always, NAPEO's airport sign will be there to greet you as you arrive for the 2019 PEO Capitol Summit.

