

Dear Client,

As we approach the end of a productive year in 2016, it is time we begin preparation for a successful 2017. Once again, this past year has brought us a series of complex legislative changes that affect the way business owners like yourself operate. New overtime rule changes under the Fair Labor Standards Act (FLSA), for example, will have an impact on an estimated 4.2 million workers around the US, resulting in the need to reclassify these workers or adjust their compensation in order to comply.

With the enormous responsibility business owners bear in today's economic climate, keeping up to date with and adhering to complex tax and compliance regulations can be difficult. To help ensure you are taking the right steps to minimize the risk you face as a small business owner, our firm partners with ADP®. Our local ADP sales representative works very closely with our firm and our small business clients to implement tools that can help them better manage their cash flow, attract & retain employees, and minimize overall risk.

If you are interested in any of ADP's services, please contact either myself or our ADP sales representative directly. Their contact information can be found below:

Thank you for working with us in 2016, and we look forward to serving you again in 2017.

Sincerely,