



**BREAKING  
NEWS**

## **INDIANA FACES RULE CHANGES THAT COULD HAVE A DRAMATIC IMPACT ON THE INDUSTRY**

The Indiana Department of Environmental Management (IDEM) is holding hearings concerning regulatory changes to the formulas used to determine surface water quality standards for chloride and sulfate for National Pollutant Discharge Elimination System (NPDES) regulated municipalities and industrial entities which are either required to monitor or limit their chloride release.

Included in the references to the "Potential Fiscal Impact" are the IDEM's following suggested solutions for impacted municipalities to meet the proposed new regulatory levels:

>>**modified operation of home water softeners  
by minimizing salt usage**

>>**Removal of home water softeners**

They further state that, "Options such as minimizing home **water softener** use, removal of **water softeners**, and using **softened water** at points where necessary can actually save money immediately or in the long run."

IWQA is monitoring the situation and will be represented at the hearing. IWQA will also make a formal comment to IDEM by the July 1 deadline. I encourage all IWQA Members to be represented at the upcoming IWQA Annual Convention where we are going to talk about this issue in detail as well as our response as an industry.



Robert H. Pope  
Executive Director

## **BOARD OF DIRECTORS**

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# Program Highlights

## THE LODGE:

This year IWQA will be returning to the Swan Lake Resort! Join us this year and be one of the first to play on the recently revamped golf courses. You may remember them as the East and West Courses, but they are back and better than ever as the Silver and Black Courses. Dramatic improvements have been made to both the course layouts and to the fairway layouts. Our Golf Outing will be held on the Silver Course this year.



**Special Features of Swan Lake:** There are three lit tennis courts available with complimentary rackets and balls. They have a family practice 9-hole golf course, a recreational fishing pond (no license required), fire rings and a horseshoe ring. If you're up for a little more fun, take some time to play a board game out on the patio.



**The Pool & Fitness Center:** Your lodging experience is fully complimented by the resort's state of the art fitness facility and indoor and outdoor swimming pools. They also have two

jacuzzis and saunas for both men and women. Need to maintain that tan? Hop in the tanning bed for a little early-season color.

**The Spa:** They say that five minutes of therapeutic massage from human hands is equivalent to two hours of sleep. The Spa is ready to assist you in your rejuvenation. Choose from a variety of reasonably priced facial and body therapies. You can also take advantage of their hair and nail treatments. If you are planning to make The Spa a part of your visit, it was recommended to us that you make your appointment in advance of the Convention. 800-582-7539

**Accommodations:** Swan Lake Golf Resort takes their guests' comfort very seriously. You will find comfortable and well appointed accommodations complete with the in-room amenities that seasoned resort guests have come to expect. This includes wireless internet, coffee service, wall safes, ironing stations, hair dryers, vanity mirrors and more. Swan Lake offers these amenities in each one of their deluxe hotel rooms, suites, log cabins, cottages and in their new Fairway Villas. There truly is something for everyone at Swan Lake Golf Resort. For more information about The Swan Lake Resort, go to [www.swanlakeresort.com](http://www.swanlakeresort.com).

**For Reservations call 1-800-582-7539** Just mention the [Indiana Water Quality Association hotel room block by June 1st](http://www.inwaterquality.org) to ensure your special room rate of \$109.00 per night.



## GOLF OUTING:



In 2009 the decision was made to re-design the golf courses of Swan Lake. The renovations are now complete and we will be playing on the all new Silver Course. The Silver Course provides all players with a chance to shoot their career round. With some shorter, more strategic layouts and well-placed hazards, this course will prove challenging and rewarding for all levels of play.

## FEATURED EXHIBITORS:



**A Great Venue Centrally Located**  
**Near These Midwest Cities:**

- Chicago, IL 90 Miles
- Indianapolis, IN 135 Miles
- South Bend, IN 30 Miles
- Columbus, OH 275 Miles
- Fort Wayne, IN 80 Miles
- Cleveland, OH 290 Miles

Swan Lake Resort is located 9.5 miles west of US 31 off US 30 near Plymouth, IN. From US 31, head west on US 30. Drive 5.8 miles. Turn right off US 30 at the Tyner Exit onto Queen Rd. Make an immediate left on to Plymouth-LaPorte Trail. Swan Lake Resort is 4 miles NW of US 30.

When coming from the West on US 30, you will pass Yogi Bear's Jellystone Campground. At the Tyner Exit, make a left turn off US 30 on to Queen Rd. Make another immediate left on to Plymouth-LaPorte Trail.



# Conference Schedule

## Thursday, June 16, 2011

- 7:00 a.m. - 10:00 a.m. **Registration Open**  
(Salon 1 Foyer)
- 7:00 a.m. - 10:00 a.m. **WQA Certification Exam**  
(Garden Court East)  
*Requires separate registration*
- 7:00 a.m. - 10:00 a.m. **Exhibitor Tabletop Setup**  
(Salon 1)
- 8:00 a.m. - 9:30 a.m. **Board of Directors Meeting** Breakfast Served  
(Golfers Dining Room)
- 10:30 a.m. - 3:30 p.m. **Golf Outing** Shotgun Start, Box Lunch Included  
(Silver Course)  
*Requires separate registration*
- 4:00 p.m. - 7:00 p.m. **Registration Open**  
(Salon 1 Foyer)
- 4:00 p.m. - 7:00 p.m. **Reception and Tabletops Open**  
(Salon 1)  
Open to all registered Vendor Exhibitors and all registered Dealers at no charge. Also open to Dealers who bring a "Free Pass". Includes hors d'oeuvres and one drink ticket.
- 6:30 p.m. - 7:00 p.m. **Golf and Service Awards Presented**  
(Salon 1)

## Friday, June 17, 2011

*All Friday Activities will take place on the Tradeshow Floor in Salon 1*

- 7:00 a.m. - 12:00 p.m. **Registration Open**  
(Salon 1 Foyer)
- 7:30 a.m. **Continental Breakfast**
- 8:00 a.m. - 8:30 a.m. **Annual Meeting**  
Includes IWQA/OWQA Marketing Program Update
- 8:30 a.m. - 9:15 a.m. **WQA Legislative & Technical Update**  
Learn about the major challenges and opportunities facing the industry from the Director of Government Relations and Communications for the international Water Quality Association. Dave Loveday will discuss water softener ban attempts, new outreach to Congress and federal policy makers, the upcoming Final Barrier paradigm shift, product registration, and other crucial issues. It is critical to know how new regulations might directly affect your business, so you can respond quickly. This is your opportunity to get ahead of the curve. Dave Loveday is a veteran public affairs and political professional, having served in the White House, on international delegations and in numerous high-level policy positions.
- 9:15 a.m. - 10:15 a.m. **Final Tabletop Session**
- 10:15 a.m. - 10:30a.m. **Exhibitor Tear-Down**
- 10:30 a.m. - 11:15a.m. **Disinfection/Sanitization Procedures of Water Softeners & RO Units**  
Justin Ramsey of Pro Products will be speaking about Specifying the Best Disinfection Technology Options in Residential/Commercial Applications as well income opportunities through sanitization.
- 11:15 a.m. **How Do Wage And Hour Laws Affect Your Business Hiring Practices**  
with Attorney Steve Watring of Dunlevey, Mahan & Furry

# Conference Sponsorship

Company Name \_\_\_\_\_

Sponsor Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone: \_\_\_\_\_ Fax \_\_\_\_\_

**\*\*All sponsorships will include pre & post-event recognition as well as onsite event signage!\*\***

### Convention Sponsorships:

~~Nametag Sponsor~~  
*Will include your name and your logo on each nametag*



~~Handout Sponsor~~  
*Will include your name and your logo on each seminar handout packet*



Thursday Reception Food Sponsorship \$200.00

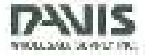
Thursday Reception Beverage Sponsorship \$200.00

Friday Breakfast Seminar Sponsorship \$350.00

### Golf Outing Sponsorships:

Box Lunch Sponsor \$200.00

~~Longest Drive Prize Sponsor~~



~~Closest to the Pin Prize Sponsor~~



~~Beverage Cart Sponsor~~



Hole Sponsors Still Available \$75.00



### Payment Information:

Check made payable to IWQA  Visa  MasterCard  Am. Ex

Card Number \_\_\_\_\_ Exp. Date \_\_\_\_\_

Signature \_\_\_\_\_ Billing Zip \_\_\_\_\_

**All Sponsorships MUST be paid prior to setup**



# 2011 IWQA Convention & Golf Outing

June 16th - 17th, The Swan Lake Resort, Plymouth, IN

Company Name: \_\_\_\_\_

Company Address: \_\_\_\_\_

City: \_\_\_\_\_ ST: \_\_\_\_\_ ZIP: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

Email: \_\_\_\_\_ URL: \_\_\_\_\_

## DEALER REGISTRATION

Please Duplicate Form As Necessary

Attendee's Name: \_\_\_\_\_

<u>Dealer Fees:</u>	<i>Please Circle</i>	Member	Non-Member
Thursday Reception and Trade Show		FREE	FREE
Thursday Golf Outing		\$ 95.00	\$ 95.00
Friday Seminars and Trade Show		\$135.00	\$165.00
Total Dealer Registration:		\$ _____	\$ _____

## EXHIBITOR REGISTRATION

Each Exhibitor will receive a 6 foot draped table

Exhibitor Representatives Names: 2 reps per exhibit are complimentary. Additional reps are \$25.00 each.

\_\_\_\_\_  
Golf yes no \_\_\_\_\_ Golf yes no  
\_\_\_\_\_  
Golf yes no \_\_\_\_\_ Golf yes no

<u>Exhibitor Fees:</u>	<i>Please Circle</i>	Member	Non-Member
Exhibitor Fees (per tabletop)		\$ 325.00	\$ 425.00
Non-Exhibiting Manufacturer/Distributor			
Trade Show Admission (per person)		\$ 325.00	\$ 425.00
<i>ALL SUPPLIERS, MANUFACTURERS &amp; DISTRIBUTORS MUST PURCHASE A TABLETOP OR REGISTER TO ENTER THE TRADESHOW FLOOR</i>			
Multiple Table Discount (less 10% off tables)		\$ (_____)	\$ (_____)
Additional Representatives (per person)		\$ 25.00	\$ 25.00
Thursday Golf Outing (per person)		\$ 95.00	\$ 95.00
Total Exhibitor Registration:		\$ _____	\$ _____

### Payment Information:

Make checks payable to IWQA or pay by Visa, MasterCard or American Express.

Credit Card Number \_\_\_\_\_ Exp. Date \_\_\_\_\_

Signature \_\_\_\_\_ Billing Zip Code \_\_\_\_\_

*Dealer Registration Cancellations must be made 5 business days in advance for refund.*

*Exhibitor Tabletop Cancellations must be made 10 business days in advance for refund.*

Please Return Registration and Sponsor Forms To:



MAIL: 2077 EMBURY PARK RD. DAYTON, OHIO 45414  
FAX: 937-278-0317 EMAIL: IWQA@ASSNSOFFICE.COM

WWW.IWQA.ORG

# FREE Admission Tradeshow Pass

Name \_\_\_\_\_

Company Name \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_ Email \_\_\_\_\_

Would you like info on:  IWQA Membership  IWQA Committee Participation  Other \_\_\_\_\_



IWQA's ANNUAL TRADESHOW ♦ 4:00 PM - 7:00 PM ♦ JUNE 16, 2011 ♦ The Swan Lake Resort ♦ 5203 Plymouth-LaPorte Tr. ♦ Plymouth, IN

THIS PASS GOOD FOR CONTRACTORS & DEALERS ONLY - NON EXHIBITING SUPPLIERS, MANUFACTURERS & DISTRIBUTORS MUST REGISTER

FOR MORE INFORMATION PLEASE CALL: 888.294.0084 OR GO ONLINE TO: WWW.IWQA.ORG

# FREE Admission Tradeshow Pass

Name \_\_\_\_\_

Company Name \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_ Email \_\_\_\_\_

Would you like info on:  IWQA Membership  IWQA Committee Participation  Other \_\_\_\_\_



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## How Work Is Performed Is 'Critical' Factor In Determining Worker Status, Attorneys Say

SAN JUAN, Puerto Rico—With the existence of multiple tests and factors to determine whether a particular individual is an employee or independent contractor, employment law attorneys March 25 said control over how an individual performs his or her work is a “critical” factor in making status determinations.

Speaking at the midwinter meeting of the Employment Rights and Responsibilities Committee of the ABA Section of Labor and Employment Law, Julie A. Totten, a management attorney with Orrick, Herrington and Sutcliffe in Sacramento, Calif., noted the importance of properly classifying workers given the recent crackdown by state and federal agencies, in particular the Labor Department, to eliminate worker misclassification.

“They're very serious about this effort,” she said.

Totten and John Stember, a plaintiff's attorney with Stember Feinstein Doyle Payne & Cordes in Pittsburgh, and Joseph Y. Ahmad, an attorney with Ahmad, Zavitsanos & Anaipakos in Houston, all agreed that courts that have applied the various factors and considered the totality of the circumstances in each case to determine employee or independent contractor status have reached many different conclusions.

“The results are all over the map,” Ahmad said, referring specifically to multiple lawsuits concerning the worker status of Federal Express drivers.

Stember said courts also have gone “several different ways” in cases involving the worker status of television cable installers and exotic dancers.

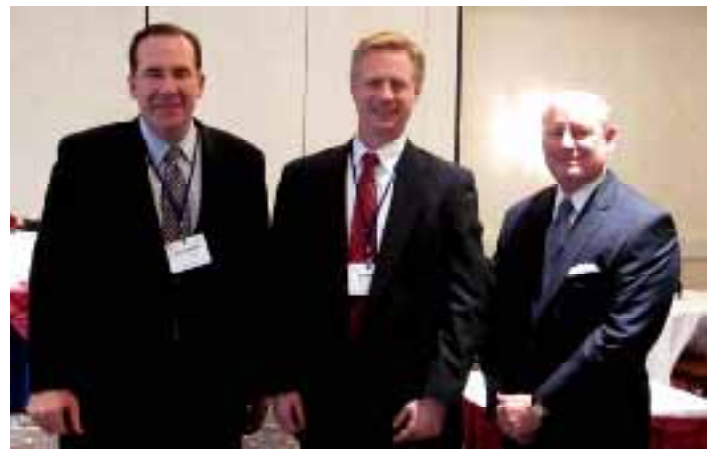
Totten added that courts rule differently even in cases “with the exact same facts,” making it “more challenging” for practitioners to advise employer clients.

## SUCCESSION PLANNING SEMINAR ONE OF THE BEST

The Association's Succession Planning Seminar held March 31<sup>st</sup> was very informative, and presented in a new unique style.

Representatives from the Legal Firm of Dunlevey, Mahan and Furry; CPA Firm of Kentener Sellers gave a detailed presentation on all aspects of Succession Planning. The unique aspect of this seminar is that in the afternoon, participants could schedule private sessions with any or all of the speakers to discuss their own particular circumstance and get their questions answered.

The response was good and we plan to offer this seminar on an annual basis.



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Fax: (507) 534-4178

# **SPECIAL ADVISORY: CDC Plans Major Report on Potential for Adverse Health Impacts from Private Drinking Water Supplies, Including Household Water Wells**

National Ground Water Association Advisory Notice 12/21/2010

The federal Centers for Disease Control and Prevention is researching studies that show a link between private drinking water supplies (non-SDWA regulated) and the increased risk of disease or illness. CDC expects to use the research results to release a report, and/or ask the National Institute of Medicine to develop a report, intended to raise public and policymaker awareness of private drinking water supply issues and garner support for additional CDC actions in this area.

At the same time, CDC is working to (1) identify the location of household water well systems and other private drinking water supplies, (2) determine what data are available for these systems, and (3) evaluate the accessibility of that data. Currently, the agency is partnering with seven states: Florida, Kentucky, Maine, Minnesota, North Carolina, Oregon, and Wisconsin. These states are inventorying and assessing existing data sets including water quality testing results and looking at other issues relevant to the three questions.

CDC's ultimate goal, which the industry works to support every day, is to ensure that the 39 million private well owners have access to clean, safe water.

## **What should the industry do related to this initiative?**

Continue your work to help your customers obtain drinking water through properly constructed, maintained, and tested private water well systems. Additionally, if you have not already done so:

- Educate yourself about the groundwater quality in your service area—contact your state geological survey or environmental agency.
- Use the information gained regarding groundwater quality conditions to avoid, to the extent possible, areas with higher levels of groundwater contaminants of health concern as water well production zones and to educate your customers.
- Do your part to minimize the number of bacteria samples that fail. Properly construct, develop, clean, and disinfect the well system.
- Don't try to defend what occurs naturally in groundwater or is caused by conditions largely beyond the ability of the water well contractor to control without water treatment.
- Offer water treatment, as needed, to current and past customers. Work one on one with your customers to address their needs either through services your firm offers or through partnerships with reputable water treatment professionals.

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April 14, 2011  
Construction Labor Report

## **Indiana Updates Information Bulletin Explaining Contractors' Sales Tax Liabilities**

The Indiana Department of Revenue issued a revised bulletin explaining that construction contractors are liable for sales and use tax on purchases of tangible personal property used in making improvements to real property.

Under Indiana law, sales of tangible personal property are subject to sales and use tax in Indiana, while sales of real property are not. When a construction contractor converts tangible personal property into real personal property by attachment, all of the construction materials purchased by the construction contractor are taxable, according to the bulletin.

A construction contractor includes a general or prime contractor, subcontractor, or specialty contractor or persons engaged in building, cement work, carpentry, plumbing, heating and cooling, electrical work, roofing, wrecking, excavating, plastering, tile work, road construction, landscaping, installing underground sprinkler systems, or making other improvements to real property.

Construction materials are defined as any tangible personal property intended for incorporation in, or improvement to, real property, such as doors, garage doors, garage door openers, windows, cabinets, garbage disposals, water heaters, water softeners, alarms, furnaces, central air conditioning units, gutters, carpeting, and fencing.

Text of Tax Information Sales Tax Bulletin 60, dated April 2011, is available at <http://www.in.gov/dor/reference/files/sib60.pdf>.



Indiana Water Quality Association  
2077 Embury Park Rd.  
Dayton, Ohio 45414

This year's Conference will be held at the beautiful Swan Lake Resort. It will be an excellent conference with some great golfing.

Registration information is enclosed.

If you would like additional information about the WQA Testing that will be offered at the conference, contact Rachel at 937-278-0308.



## LAST CHANCE TO REGISTER!

*IWQA 2011 Convention & Golf Outing*

*June 16-17, 2011*

*The Swan Lake Resort*

*5203 Plymouth-LaPorte Trail*

*Plymouth, Indiana 46563*