



Subcontractors Association of the Metroplex

PUNCH LIST

The voice of the Subcontractor's Industry



GOOD FUN FOR MEMBERS— AND LAWYERS

Subbie Sam Says

Don't let your company be penalized for having to fire a bad employee.

SAM is your best source of Subcontracting related information.

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Sam members and guests enjoyed the first of what will certainly be many more happy-hour events on Thursday, September 24, at Joe's Italian Café in Addison.

With over sixty people in attendance, great door prizes, cold drinks, Joe's most excellent dining, and most importantly, great conversation and camaraderie, it was a big hit.

SAM members enjoyed the opportunity to visit in a relaxed social setting, without the time limitations so often imposed by dinner meetings are seminars, and prospective members got to learn about what SAM could offer, including SAM's timely programs, seminars, informational interchange and, of course, the unmatched benefits associated with being members, through SAM, of both the Texas Construction Association (TCA), and the National Subcontractors Alliance (NSA).

Watch out for the Next Social Time-It Should Be A Lot Of Fun, If the First One Is Any Indication. And, thanks go out to Carrie Edomm, MaryEllen Evans and Selena Zarate for their hard work in putting it together.

The Attorneys Council of the National Subcontractors Alliance has been hard at work watching out for the interests of subcontractors across the country, including SAM members.

Your Attorneys Council is an unmatched forum for the exchange of information



about legal trends and regulatory problems experienced by subcontractors across the country, with particular emphasis on legislative initiatives and successes.

The NSA's Attorneys Council is comprised of top construction attorneys from around the country, everywhere there is a chapter of the National Subcontractors Alliance.

Besides conferencing during the annual NSA Spring Conference, the Attorneys Council conducts periodic

conference calls to address issues of timely concern. In the latest conference call, the Attorneys Council discussed at length critical issues including Contractor-Controlled Insurance Programs, so-called "subcontractor default insurance," mid-listing legislation and promotion of the Consensus Docs Contracts.

With your membership in SAM, you get the NSA, the national subcontractors Association with more subcontractors than any other.

Your NSA affiliation is a powerful benefit of SAM membership, and with NSA, you speak with the voice of thousands of subcontractors.



All SAM members are members of the TCA



Brad Curtis of Dodge Data Analytics

DODGE ANALYTICS CONSTRUCTION FORECAST

Brad Curtis of Dodge Data and Analytics came up from Austin to bring us the latest Dodge Construction Forecast. Dodge has been bringing us their construction forecasts for many years, and they always have been accurate and invaluable in our business

planning. Dodge predicts a steady growth in commercial construction next year, which is good news to all of us. Brad also mentioned that their forecasts can also be very valuable to bring to our bankers when we are anticipating

increased volume of business.

If you would like a recap of the Dodge report, it is available in the members only section of our website, sam-dfw.org.

HAPPY HOUR

New EEOC Guidance regarding LGBT employees



SAM President Paul Holden of Facility Construction Services

SAM Membership team organized our first Membership Networking Happy hour!

Sponsored by :
 Astro Sheet Metal,
 Cutler-Smith
 Master Construction and Engineering
 Groves Electric
 Anderson Asphalt and Concrete Paving
 Facility Construction Services



The U.S. Equal Employment Opportunity Commission (EEOC) released guidance for employers regarding the agency's enforcement efforts on behalf of lesbian, gay, bisexual, and transgender (LGBT) individuals under federal employment discrimination laws. The EEOC has taken the position that discrimination against an individual because that person is transgender (or because of gender identity or a gender transition) is a violation of Title VII's prohibition of sex discrimination in employment. In addition, the EEOC has taken the position that lesbian, gay, and bisexual individuals may bring valid Title VII sex discrimina-

tion claims. The federal law (Title VII of the Civil Rights Act) prohibits discrimination on the basis of race, color, sex, religion and national origin. This law covers any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment. Title VII of the Civil Rights Act makes it illegal to retaliate against a person because s/he complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

References: <http://www.eeoc.gov/federal/the-protections-dm/>; LGBT Workers and Employment Discrimination: What Employers Should Know <http://lgbiinsurance.com/lgbt-workers-and-employment-discrimination-what-employers-should-know/>



Brad Gross of Lane Gorman Trubitt

The event was a good start to get our members acquainted with each other and a great place to introduce potential members to SAM.



Annette & Tommy Jefress of Charter SAM member firm, Zubras Electric



Diana and Bobby Tutor of Tutor Electric



Billy Groves of Charter SAM member firm Groves Electric

What are Employers Options for Retirement?



Many organizations can get confused about retirement options for their employees. Please seek qualified financial guidance if you are trying to decide what type of plan to offer employees. Furthermore, these retirement plans are governed by the Employee Retirement Income Security Act (ERISA) regulations

Below is a list and explanation of each:
IRA. Individual Retirement Accounts, or IRAs, are commonly associated with individuals rather than businesses. Like 401(k)s, there are regulations outlining how much can be contributed in a benefit year. There are also Roth IRA options.

SIMPLE. SIMPLE stands for Savings Incentive Match Plans for Employees of Small Employers. These plans can be offered by employers with 100 or fewer employees. A SIMPLE plan can be a SIMPLE

401(k) or a SIMPLE IRA. As with most of these options, there are regulatory limits on the annual contributions. However, unlike traditional 401(k)s, SIMPLE 401(k)s and SIMPLE IRAs have the feature of mediate vesting of employer contributions. They also have fewer IRS reporting obligations, a benefit for many small employers.

ESOP. ESOP stands for Employee Stock Ownership Plan. This is a stock investment plan for employees in which the primary stock is from the company itself.

Profit-Sharing. A profit-sharing plan is a defined contribution plan in which the employer contributes to the plan with either company stocks or with cash. These types of plans may also be referred to as stock bonus plans in some cases. The contribution amount is determined by the employer, and it can change every year. There are limits to the contribution amounts, but these limits are higher than the typical 401(k) limits. The contributions can be invested and are not taxed until they are distributed.

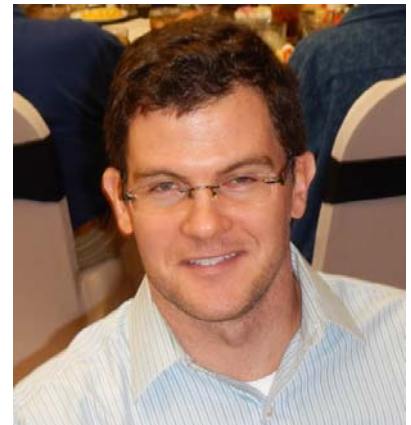
SEP. SEP stands for Simplified Employee Pension plans. An employer can set up a retirement account as an IRA on behalf of the employee and make contributions to it. Employers benefit from the fact that there are fewer reporting requirements with this type of retirement plan.

Reference: More Retirement Plan Options—Which One Is Right for Your Business? HR Daily Advisor (4/23/2015)

SAM'S FAMOUS LIEN AND BOND CLAIM SEMINAR

November will be our ever popular Lien and Bond Claim Seminar for a lunch and early afternoon seminar.

December is SAM's Christmas Vacation and programs resume in January



Justin Scroggs of Cutler-Smith



Jennifer Junker of John F. Clark Co. Promises to join SAM!



First time visitor, Trey Byers of WEX. WEX offers SAM member benefits.



Board Member, Selena Zarate of Groves Electric



Board Member Carrie Edomm of Astro Sheet Metal with a happy Spike Cutler, SAM Legal Counsel



Subcontractors Association of the Metroplex



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The Subcontractors Association of the Metroplex was founded with the purpose of creating an affordable forum for Subcontractors to exchange information and learn from each other how to be better business men or women.

Sam is a member of the National Subcontractors Alliance, the largest Subcontractors association in the USA, and also a member of the Association of Specialty Contractors where we have a voice in National Legislation. SAM is also a member of the Texas Construction Association, the unifying voice of the trades in the Texas Legislature and as such all SAM members have access to all the benefits of the TCA.

Sam is also allied with the National Federation of Independent Business who has a voice in the Texas Legislature on small business issues.

**Your Source for Subcontractor's
information.**



Visit us at:
<http://www.sam-dfw.org>



Our Association Officers

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If you're not a member of SAM,
you should be.

Call Pete Snider for a membership
application.

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**SUBCONTRACTORS—
THE ONES WHO RE-
ALLY BUILD THE
BUILDING**