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# GAIN INSIGHTS

MARCH 2013

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## ABOUT BERRYDUNN

A CPA and consulting firm whose commitment to knowledge sharing helps clients gain control of challenges and opportunities.

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## ESOP CORNER

How well you forecast your future repurchase obligations can have a profound impact on profitability and employee retention. Tip: Mitigate your risks by undergoing a repurchase obligation study to weigh factors and assumptions specific to your plan, budgets, and mission.

## SALT BOX

Most of you have heard Phil Mickelson's complaints about paying his state taxes. Our analyst **compares** California's top marginal tax rate on individuals with Maine's. From where we stand, the grass is greener in snowy New England.

## WEBINARS

» [NFP operating reserves](#)

## Negotiating Vendor Agreements: Gain Clarity and Control

Negotiating contracts should be viewed as more than squaring off with a vendor's attorney about terms and contract venue. It's an opportunity to clarify your organization's objectives and needs.

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## By Definition, Your Independent Contractor May Be Your Employee

New criteria for "independent contractors" in Maine may require your company to re-classify your contractors as "employees." And new guidance from the IRS may make it easier.

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## Office Relationships: Does HR Need to Ask and Do Couples Need to Tell?

If you're writing or reviewing your firm policy, cover all the gray areas to create a safe, comfortable workplace, free of conflicts of interest. .

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## Firm Footing: Featured blog posts

- » [Employee Theft: Top 3 Risks](#)  
Three controls can help banks and other organizations address vulnerabilities.
- » [Charitable Solicitation: Do Good the Right Way](#)  
Be alert to the right way to run a promotion and use a charity's name.

- » EB Audit update from AICPA conference
- » Taxpayer Relief Act
- » ICD-10 compliance

- » **The Hebron Academy Property Tax Case**  
Local taxes continue to raise complex questions for not-for-profits.

**For more information, contact Kim Harvey**

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