

GRAND SLAM BTA EAST

INDUSTRY UPDATE



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OUR INDUSTRY



- “AS A”
- Response Time Four Hours—Respond Prior To Event
- Salesperson v. Trusted Advisor
- Consolidation—Dealer/Supplier
- Branch Decline
- HP/Samsung
- Margin Pressure
- Qualified Personnel

EMPLOYMENT APPLICATION



- Application Availability
- Ban The Box []
- Genetic Information; Sexual Orientation
- Conditional Offers
- No Breach—Non-Compete, Non-Solicitation, Non-Disclosure

Dear _____ :

_____ is pleased that you wish to join our winning Team. Your skills will compliment our existing employees. Please recognize however that **your employment by _____ is not without risk**. Let me summary certain conditions and understandings that are required for your employment by _____.

You acknowledge that you may have had access to confidential information relating to the sale and distribution of business equipment, services, and related products, services and supplies while previously employed. _____ has a strict policy that prohibits the use of any former employer's confidential information and affirmatively advises new employees that _____ **does not utilize such materials**. Furthermore, you will not for a period of twelve (12) months solicit directly or indirectly any of the accounts you generated while with your previous employer.

You agree that **you shall not disclose any such confidential information**, directly or indirectly, or use any such information in any way while employed by us. You further represent and agree that **you have not brought any confidential information** with you and any records, documents, or similar items relating to the business of your former employer will not be used or utilized in any way while employed with us.

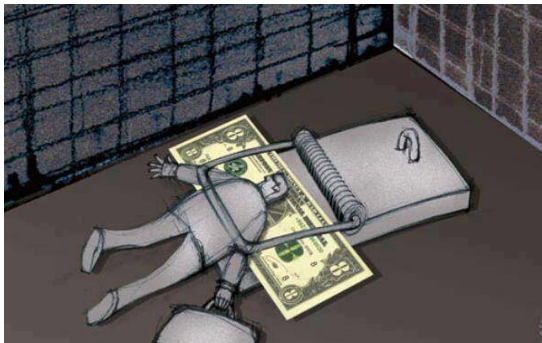
You acknowledge that **we did not solicit you for employment** and that you initiated the contacts that subsequently led to your employment by us. You have represented that **you are subject to a Non-Compete Agreement** that was entered with your previous employer. It is possible that your previous employer may seek to enforce that agreement against you. _____ **will not defend you** in any action brought against you by your former employer.

_____ has relied upon your representations and understandings in this letter in extending an offer of employment. You acknowledge that a **violation by** you of the terms of this correspondence may be grounds for dismissal. If the terms and conditions herein are acceptable please indicate so by signing below.

Very truly yours,

Read and Accepted:

EMPLOYMENT TRAPS



- Social Security Number
- Background Check-Separate
- Application Retention

THANK YOU FOR THE RAISE

- 36-55 Years Old
- Male 79%
- Employed 4 Years
- Well Respected
- 42% > \$1 million
- Proper Controls
 - Separate Processes,
 - Set Example,
 - Background Checks
- Employee Dishonesty Ins.



RANSOMWARE



- Education, Security, Backup
- Phishing Education
- Malware Scanning
- Security Patch Updates
- Intrusion Protection
- Email Filtering
- Block Web Sites
- Back-Up: Server, Disk, Cloud
- Trusted Advisor

LEASE ACCOUNTING STANDARDS



- Reporting Changes
- Tax Treatment Same
- Disclosure Not Recognition
- Recognition of Lease Assets and Liabilities
- Public Companies 12/15/18
- Private Companies 12/15/19
- Bundled Contracts
- Trusted Advisor

EMPLOYEES

- Job Descriptions
- Employment Agreements
- Annual Reviews
- Professional Development
- References
- Company Vehicles/GPS/
Phones



MANAGED SERVICES



- Recurring Revenue-Stability
- Build Menu
- Professional Sales
- Technical Certifications
- Choose Vendors Carefully
- Customer Acceptance
- Review Customers
- Migrate In Stages
- Communicate

HOT TOPICS

- Pre-Funding Maintenance
- Right To Repair Laws
- Public Accommodation-
Websites
- Cloud Security
- Cost Per Seat



QUESTIONS ????



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