



## 2016 Board of Directors

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**Doug Mayle**, CPMR, CBM, Inc.

**Carl Privitera, III**, Mark One Electric

**Electric League of Missouri and Kansas**  
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[www.electricleague.org](http://www.electricleague.org)

Electric League of Missouri & Kansas, 816.561.5323; [electricleague.org](http://electricleague.org)

## Scholarship Opportunity

On of the many benefits of being a member of the Electric League of MO & KS is the association's offering of their annual scholarships to members and those entering and continuing college students who are children or grandchildren of employees of member companies.



The fund was established in 1996 to provide an ongoing service to members of the Electric League. Award to awards will be in the \$250 to \$1,500 range.

### Previous Scholarship Recipients:

2015

**Eric Rothmier**  
(son of Mark Rothmier, Independence Power & Light)

**Cody Schlitzer**  
(son of Jeffrey Schlitzer, Current Solutions)

**Zach Drake**  
(Son of Timothy Drake, CBM, Inc.)

**Abby Rains**  
(Daughter of Wes Rains, Rains Electrical Sales)

**Deadline: April 15, 2016**

Complete a WORD or PDF application; which can be downloaded from the Electric League website: [www.electricleague.org](http://www.electricleague.org)

If you have questions, please contact Kim Weitzel at 816-561-5323; [kweitzel@westerneda.com](mailto:kweitzel@westerneda.com)

## 3Rs Roles Responsibilities Relationships

Plan to attend this half-day seminar to broaden your understanding of the electrical industry. Whether you are new to the industry, moving to a different sector within the industry, or just want to learn the function of each sector - this seminar is for you! This seminar will help you gain an understanding of how the industry at large interacts. As the industry grows together it fulfills the needs of the other sectors.

### Mark Your Calendar and Plan to Attend!

**Thursday, March 23, 2016**

7:30am / Registration  
8:00am - 12:00noon / Program  
12:00pm - 1:00pm / Lunch (provided)

### KCP&L

10058 Raytown Road, Kansas City, MO

### COST

	Members	Non-Members
First person from company	\$40	\$50
Each additional person	\$35	\$45

## People Column

Happy New Year everyone. Here's what's happening with some of your industry associates:

### ANNOUNCEMENT:

Square D announces a couple of new hires: **Chris Francq** and **Dustin Robinson**.

CED American Electric in Riverside announces that **Terri Ritchie** has joined their team and is doing outside sales.

### PROMOTION:

Kansas City Electrical Supply reports that **Steve McMahon**, a 20-year veteran of KCES, has been promoted to Assistant Branch Manager.

### HAPPY WORK ANNIVERSARY:

Happy work anniversary to **Donald Iorio** - 22 years at Wesco  
**Doug Braun** - 4 years at Kansas City Electrical Supply  
**Mike Mitchell** - 13 years at Kansas City Electrical Supply

### HAPPY BIRTHDAY TO:

**Dala Evinger, Elmer Powell, and Tim Parks** at CED Renshouse Electric.  
**Steve Griffith** at Square D.  
**Todd Johnson and Doug Eggan** at CBM.  
**Lisa Kercher** at Wesco.  
**Tony Rider, Dillon Mitchell, Steve McMahon, and Max Cook** at Kansas City Electrical Supply.

**John Dougherty** at CED American Electric-Riverside.  
**Jeff Rudd** at Fellows Marketing.  
**Kyle Knadler, Martin Holtsclaw, Mike Jedine, Scott Feldkamp, Josiah Crowell, Jared Beer, Mark Kaner, Brian McGinnis, Kathy Hof-Henry, Kristen Cesar, Russ Fink, Tim Boles, Tim Lucas, and Lucas Dills** at Western Extralite, a Division of Border States.

We hope everyone has a great New Year and we'll see you in February.

Keep your emails coming in. This is YOUR column and we want to print YOUR news.

## 2016 Upcoming Events

Time of Year	Activity Description
1 <sup>st</sup> Quarter	The 3R's: Roles, Relationships, Responsibilities
2 <sup>nd</sup> Quarter	ARC Flash Training
May	Royals Tailgate Event
May	Golf Tournament
3 <sup>rd</sup> Quarter	Industry Standards Update: KCPL, IPL and BPU
August/September	Harvesters' Community Service
September	Golf Tournament
December	Holiday Luncheon
	Other Projects in the Works: <ul style="list-style-type: none"> <li>• Blood Drive</li> <li>• Energy Code Training</li> <li>• Legislative, focusing on 2016 Election</li> </ul>
<b>2017</b> April 10-13, 2017	Electric League Expo – Electric Avenue Overland Park Convention Center – Exhibit Sales Now Open

Check [www.electricleague.org](http://www.electricleague.org) for updates on the programs above and your League.

If you have additional ideas, or would like to help, contact Isaac Anderson, [isaacanderson@eaton.com](mailto:isaacanderson@eaton.com)



# Make the Most of Your Investment in Key Employees

By Federated Insurance Co.

Many business owners train and mentor employees only to have them leave in two or three years. Have you experienced the loss of a promising employee? Then you know the costs related to turnover are high and getting higher as jobs become more specialized. You probably offer the usual employment benefits, perhaps even a retirement plan, but that may not be enough in today's specialized world. Younger workers in particular don't want to wait until retirement for a bonus – they often think in shorter terms. You may want to reward certain key employees and let them know how special they really are to your operation. So, ideally, you need a shorter-term benefit that can work well at retaining these key employees.

## Questions to ask yourself about your key employees:

- Who keep the business running smoothly when I am here? When I am not here? Do I want

them to stay until their retirement? Or until my retirement?

- What is keeping them here? Job satisfaction? Financial security? A relationship with me or other employees? Will they stay because of their current benefits? If not, what will it take to keep them?
- Is there a way, without raising their salaries now, to give them an incentive to stay?
- Can I offer an additional benefit to these specific employees without offering it to all my employees?

The answer to the last two questions is “Yes!” An Employee Private Bonus Plan\* will give your best employees a reason to stay. It is a carefully thought-out promise to pay a selected key employee specified bonus amounts at specified times for continuing employment with you. **Continued on next page**

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**Make the Most of Your Investment in Key Employees - Continued**

A sample bonus schedule may include a \$5,000 bonus after five years, \$7,500 after 10 years, and \$10,000 after 15 years. This bonus is tax-deductible to the business. With this plan, key employees do not have to wait until retirement to see their reward.

You can design the plan as you desire to get a maximum retention value. This type of agreement states that if your employee is not employed at the time of a scheduled bonus, no payment is made. This type of bonus plan is appreciated by all employees and is especially attractive to younger employees who are just starting their careers.

**How do you get the money to pay bonuses?**

You finance bonuses with a universal life insurance contract.

- When using life insurance as a funding vehicle, the business is the owner, payer, and beneficiary of the policy.
- Cash values are owned and controlled by the business, are shown as an asset on the books, and generally grow tax deferred.
- Insurance premiums are not tax-deductible to the business; however, the bonus is tax deductible when paid to the employee, once the employee has fulfilled the required number of years.
- Using cash value life insurance as a funding vehicle also provides Key Person coverage in the event of the employee's death.
- The life insurance proceeds can be used to hire and train a replacement, and to replenish lost profits during the transition period.

A common variation includes offering a percentage of the death benefit to the employee's personal beneficiary through a written Endorsement Split-Dollar Agreement. This provides needed personal, tax-free death benefit coverage to your key employees for pennies on the dollar. For this tax-free death benefit, a small term insurance cost is reported on your employee's W-2 each year.

You may invest countless hours and dollars training and mentoring young employees. Your talented employees will be more likely to stay if you challenge them with responsibility and offer opportunities that may not be available from competing employers. An Employee Private Bonus Plan may help you get the best return for your investment in their future.

Source: Federated Insurance Company

**Associated Air Products**

Our thanks to Associated Air Products for donating door prizes to the Holiday Luncheon. We inadvertently left them off the list last month. Our apologies.

**2017 EXPO: Save the Date!**