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Client Bulletin



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CONGRATULATIONS DELAWARE COUNTY FAIR 4-H EXHIBITORS



“Wecker named Showman of Showmen.” That was a front page headline in the Delaware Gazette the day after the Little Brown Jug on a story about attorney Andrew Wecker’s son, Cole. The younger Wecker had won the Showman of Showmen competition involving 14 types of livestock and as many 4-Hers and FFA showman of showmen in their respective categories. You can read the whole story and see the pictures at <https://www.delgazette.com/news/78746/wecker-named-showman-of-showmen> The Jersey

Giant he used in showmanship also won Grand Champion rooster, standard-sized. Cole, a junior at Big Walnut and a three sport athlete, was also Senior Prince on the 2019 Delaware Co. Junior Fair Royalty Court, and his brother, Zack Wecker, a Big Walnut 8th grader, was a Junior Prince. Big sister Madelyn, the 2015 Junior Fair Queen, was also Showman of Showmen in 2016, after five attempts as the poultry or rabbit showman of showmen. But in working with Madelyn, Cole managed to win it in just his second attempt.

Few activities are as family-friendly or educational as 4-H and FFA, or do as much at scale to teach kids entrepreneurship through peer-to-peer, project-based learning and interviewing. If you and your child have an interest, 4-H probably has a program, from pocket pets and sewing to steers and welding, firearm safety and robotics. It’s family friendly, and unlike school, kids can self-select by project and area of interest, as opposed to being sorted by age and gender. It’s the original maker movement.

Manos, Martin & Pergram staff, clients and their families have long played an active role in the fair and 4-H, from Clover Buds on up to senior fair board members in the case of people like Aaron Roll of Suburban Natural Gas and Dan Huffman, the husband of legal assistant Terri Huffman. Tony Eyerman, one of the developers of Evans Farm in Orange Township, has been working on the new Junior Fair Building that is set to open in time for the 2020 fair. Friends of the firm, like Chip Carpenter of United Country Real Estate and Dan Boysel of Consolidated Electric, do a great job calling the auctions where 4-H and FFA members sell their projects.

To learn more about supporting next year’s Junior Fair and the sales committee, as well as getting great farm-to-table beef, pork, lamb, poultry, etc. for your household, contact Bev Tidd at 740-833-2034 btidd@delawarecountyfair.com. You can also buy for \$2.95/lb. plump, fresh-frozen, cage-free whole chickens from Team Wecker by calling Andrew Wecker at 614-668-4053.

Pictured are siblings from the Wecker family. Photo courtesy of The Delaware Gazette.

U.S. DEPARTMENT OF LABOR FINAL RULE: OVERTIME UPDATE

Reproduced from United States Department of Labor's notice/press release.

On September 24, 2019, the U.S. Department of Labor announced a final rule to make 1.3 million American workers newly eligible for overtime pay.

The final rule updates the earnings thresholds necessary to exempt executive, administrative and professional employees from the Fair Labor Standards Act's (FLSA) minimum wage and overtime pay requirements, and allows employers to count a portion of certain bonuses/commissions towards meeting the salary level. The new thresholds account for growth in employee earnings since the thresholds were last updated in 2004.

In the final rule, the Department is:

- raising the "standard salary level" from the currently enforced level of \$455 per week to \$684 per week (equivalent to \$35,568 per year for a full-year worker);
- raising the total annual compensation requirement for "highly compensated employees" from the currently enforced level of \$100,000 per year to \$107,432 per year;
- allowing employers to use nondiscretionary bonuses and incentive payments (including commissions) paid at least annually to satisfy up to 10% of the standard salary level, in recognition of evolving pay practices; and
- revising the special salary levels for workers in U.S. territories and the motion picture industry.

DELAWARE COUNTY FOUNDATION'S EVENING OF GENEROSITY

The Delaware County Foundation's Annual Evening of Generosity will be held Thursday, October 10, 2019, at the Renaissance Columbus Westerville-Polaris Hotel. This yearly event honors the outstanding givers and the philanthropic principles upon which the Delaware County Foundation was founded.

This year's event is proving to be a little bittersweet as the Foundation's long-time President, Marlene Casini, announced her retirement earlier this year. During her tenure as President, the Foundation assets have grown to \$14 million with donations totaling \$23 million. When asked what she thought were the biggest accomplishments during her tenure, Marlene said, "Getting more people involved with the Foundation is one of the biggest successes." We, as part of the community the Foundation services, are incredibly grateful to her years of service and unwavering compassion for helping others.

Best wishes to Marlene Casini on her retirement!

This bulletin provides general information and is not legal advice. Please contact us if you need legal advice.

If you have friends or associates who you think would enjoy receiving a copy of this Client Bulletin, please feel free to forward it on. Thank you.

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