



## Business Planning in Challenging Times

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Rembolt | Ludtke LLP



# Rembolt | Ludtke

## Tax Changes Are Coming: What's Your Game Plan for Dealing with Them?

Tim Moll

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# Tax Provisions Expiring in 2010



Unless Congress takes action to the contrary, the following federal income tax changes will take place in 2010:

- The option to deduct sales tax instead of state and local income tax will no longer be available to individual taxpayers.
- The deduction for up to \$4,000 in college tuition and related expenses will no longer be available to individual taxpayers.
- Taxpayers who are over 70½ will no longer be allowed to complete IRA rollovers to charity (up to \$100,000) without including the amount withdrawn as income.
- The alternative minimum tax exemption reverts to lower levels.
- Sales tax paid on the purchase of new vehicles will not be deductible.

# Tax Provisions Expiring in 2011



Unless Congress takes action to the contrary, the following federal income tax changes will take place in 2011:

- The top individual income tax rate will increase to 39.6% and the 10% bracket will be eliminated.
- Dividends from domestic corporations will be taxed again as ordinary income; not at capital gains rates.
- The long term capital gains rate will increase from 15% to 20% for taxpayers in an income tax bracket higher than 15%. The rate will increase from 0% to 10% for taxpayers in the 15% bracket.
- The child tax credit is decreased from \$1,000 per child to \$500 per child.

# Current Budget Proposals



President Obama has proposed a number of income tax changes:

- \$400 per taxpayer (\$800 for couples) payroll tax credit was enacted as part of the stimulus package recently passed by Congress. The credit phases out for individuals with income from \$75,000 to \$95,000 and couples with an income of \$150,000 to \$190,000.
- Beginning in 2011, it is proposed to allow the Bush-era tax cuts to expire for everyone with income of more than \$200,000 (\$250,000 for couples). In addition, families earning more than \$250,000 would claim deductions at a 28% rate rather than their actual marginal tax rate.
- Beginning in 2011, a number of business taxes would be increased by reinstatement of the tax on manufacturers for superfund expenditures and repeal of the option to use LIFO for inventory reporting; and establishing a number of taxes and deduction limitations focused on the oil and gas industry.
- Beginning in 2012, it is proposed to establish a "cap and trade" system which would require manufacturers and energy companies to purchase permits for carbon and other similar emissions.



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# Knowing the Rule Book: Understanding How Water and Environmental Regulations Impact Your Business

Dave Bargen

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# Water Quality | State Regulation



- Environmental Protection Act (Neb. Rev. Stat. §§ 81-1501 to 81-1532)
- Integrated Solid Waste Management Act (Neb. Rev. Stat. §§ 13-2001 to 13-2043)
- Livestock Waste Management Act (Neb. Rev. Stat. §§ 54-2401 to 54-2414)
- Petroleum Products and Hazardous Substances Storage and Handling Act (Neb. Rev. Stat. §§ 81-15,117 to 81-15,127)
- Title 198—Agricultural Chemical Containment Rules and Regulations
- Title 195—Rules and Regulations Pertaining to Chemigation
- Title 130—Livestock Waste Control Rules and Regulations
- Title 196—Groundwater Management Areas Rules and Regulations
- Title 122—Underground injections and Mineral Production Wells
- Wellhead Protection Program
- Title 118—Groundwater Quality Standards and Use Classification
- Title 124—Design, Operation, and Maintenance of Onsite Wastewater Treatment Systems Rules and Regulations
- Title 197—Certification of Wastewater Treatment Operators in Nebraska Rules and Regulations

# Water Quality | Joint State/Federal Regulation



- National Pollutant Discharge Elimination System (NPDES)
  - Title 119—Issuance of Permits under NPDES, Rules and Regulations
  - Title 130—Livestock Waste Control Regulations
  - Storm Water Permits During Construction
    - Construction that disturbs over one acre of land
    - Storm Water Pollution Prevention Plan to address erosion and sediment control

# Water Quality | Federal Regulation | Agriculture



- Clean Air Act
  - Maintain quality of air
- Clean Water Act
  - Prevent point/nonpoint pollution of nation's waters, maintain wetlands
- Safe Drinking Water Act
  - Prevent contamination of surface and ground water
- Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA)
  - Federal control of pesticide distribution, sale, and use
- Resources Conservation and Recovery Act
  - Regulates management of solid waste, hazardous waste, underground petroleum tanks
- Toxic Substances Control Act
  - Regulates asbestos, lead-based paint, polychlorinated biphenyls (PCBs) (transformers, oil switches)
  - Other toxic substances
    - Used oil, antifreeze, scrap tires



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## Knowing the Rule Book: Understanding How Water and Environmental Regulations Impact Your Business

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# Coach Obama is Calling the Plays: Impacts of the Stimulus Package on the Workplace (Employment Law and Planning)

Sarah Pallen

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# Stimulus Package



- The American Recovery and Reinvestment Act of 2009
- Effective March 1, 2009
- Significant Changes to COBRA continuation coverage
- Economic tailspin and Obama administration

# COBRA (Background)



- Effective 1986
- Gives employees the right to choose to temporarily keep group health insurance benefits lost due to:
  - Reduction in hours
  - Resignation
  - Termination
- Applies to employer of 20 or more employees who offer a regular group medical plan
- Allowed to keep coverage for up to 18 months by paying the full cost of coverage

# COBRA (Changes)



- Employers pay 65% of the insurance premium up-front
- Employees pay the remaining 35%
- Employers deduct the cost from their payroll taxes
- Applies to all involuntarily terminated employees
- Retroactive to September 1, 2008 through December 31, 2009
- 9 months of available coverage
- Applies to employees who made less than \$125,000
- 60 days to reconsider

# Employer Obligations

- Identify all employees terminated from September 1, 2007, to present
- Provide notice about premium reduction to all eligible individuals
- Take the offset on Form 941

N  
W  
E  
S

**941 for 2009: Employer's QUARTERLY Federal Tax Return**  
(Rev. January 2009) Department of the Treasury - Internal Revenue Service  
OMB No. 1546-C029

**Report for the Quarter of 2009**  
(Check one:  
 1: January, February, March  
 2: April, May, June  
 3: July, August, September  
 4: October, November, December

Read the separate instructions before you complete Form 941. Type or print within the boxes.

**Part 1: Answer these questions for this quarter.**

1 Number of employees who received wages, tips, or other compensation for the pay period including: Mar. 12 (Quarter 1), June 12 (Quarter 2), Sept. 12 (Quarter 3), Dec. 12 (Quarter 4)  1  2  3  4  
2 Wages, tips, and other compensation  1  2  3  4  
3 Income tax withheld from wages, tips, and other compensation  1  2  3  4  
4 If no wages, tips, and other compensation are subject to social security or Medicare tax  Check and go to line 8.  
5 Taxable social security and Medicare wages and tips:

Column 1	Column 2
5a Taxable social security wages <input type="checkbox"/>	$\times .124 =$ <input type="checkbox"/>
5b Taxable social security tips <input type="checkbox"/>	$\times .124 =$ <input type="checkbox"/>
5c Taxable Medicare wages & tips <input type="checkbox"/>	$\times .029 =$ <input type="checkbox"/>

5d Total social security and Medicare taxes (Column 2, lines 5a + 5b + 5c = line 5d)  5d  6  7  8  9  10  11  12  13  14  15  16  17  18  19  20  21  22  23  24  25  26  27  28  29  30  31  32  33  34  35  36  37  38  39  40  41  42  43  44  45  46  47  48  49  50  51  52  53  54  55  56  57  58  59  60  61  62  63  64  65  66  67  68  69  70  71  72  73  74  75  76  77  78  79  80  81  82  83  84  85  86  87  88  89  90  91  92  93  94  95  96  97  98  99  100  101  102  103  104  105  106  107  108  109  110  111  112  113  114  115  116  117  118  119  120  121  122  123  124  125  126  127  128  129  130  131  132  133  134  135  136  137  138  139  140  141  142  143  144  145  146  147  148  149  150  151  152  153  154  155  156  157  158  159  160  161  162  163  164  165  166  167  168  169  170  171  172  173  174  175  176  177  178  179  180  181  182  183  184  185  186  187  188  189  190  191  192  193  194  195  196  197  198  199  200  201  202  203  204  205  206  207 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 1007  1008  1009  1010  1011  1012  1013  1014  1015  1016  1017  1018  1019  1020  1021  1022  1023  1024  1025  1026  1027  1028  1029  1030  1031  1032  1033  1034  1035  1036  1037  1038  1039  1040  1041  1042  1043  1044  1045  1046  1047  1048  1049  1050  1051  1052  1053  1054  1055  1056  1057  1058  1059  1060  1061  1062  1063  1064  1065  1066  1067  1068  1069  1070  1071  1072  1073  1074  1075  1076  1077  1078  1079  1080  1081  1082  1083  1084  1085  1086  1087  1088  1089  1090  1091  1092  1093  1094  1095  1096  1097  1098  1099  1100  1101  1102  1103  1104  1105  1106  1107  1108  1109  1110  1111  1112  1113  1114  1115  1116  1117  1118  1119  1120  1121  1122  1123  1124  1125  1126  1127  1128  1129  1130  1131  1132  1133  1134  1135  1136  1137  1138  1139  1140  1141  1142

# "Making Work Pay" Tax Credit



- Revised withholding tables for federal taxes from employees
- The credit amounts to 6.2% of earned income
  - Up to \$400 for single taxpayers
  - Up to \$800 for married taxpayers
- Revised withholding tables must be built into payroll systems no later than April 1
- Employees do not need to complete a new W-4
- Phased out for a married couple with gross income over \$150,000
- Phased out for single with gross income over \$75,000
- See Publication 15-T



# Coach Obama is Calling the Plays: Impacts of the Stimulus Package on the Workplace (Employment Law and Planning)

Sarah Pallen

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## Nebraska Advantage Act

Richard Baier  
Director of the Nebraska Department  
of Economic Development

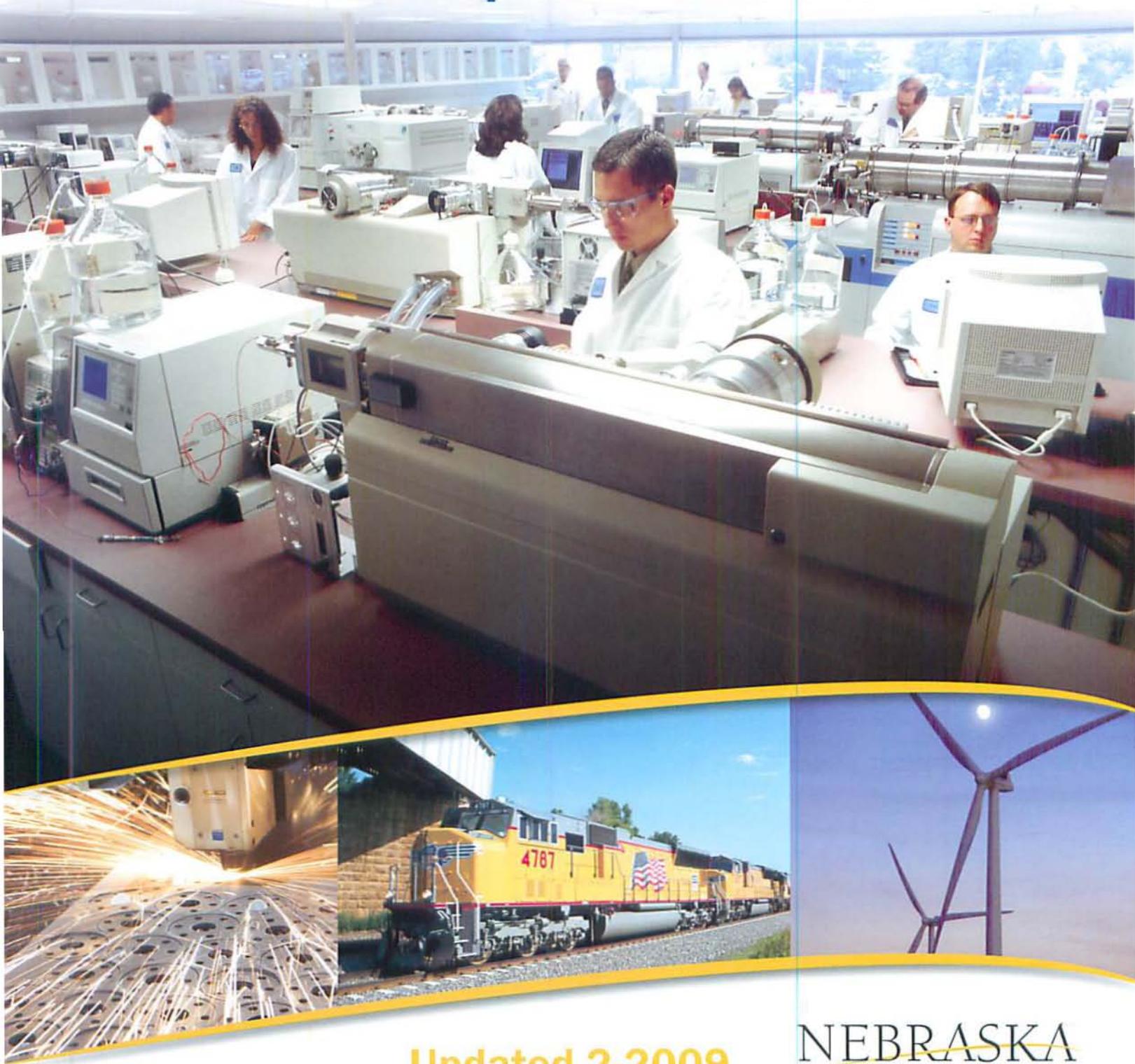
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# Nebraska Advantage

## Economic Development Incentives



Updated 2-2009

# NEBRASKA ADVANTAGE INCENTIVES MATRIX

	NEBRASKA ADVANTAGE		
	TIER ONE	TIER TWO	TIER THREE
<b>INVESTMENT</b>	\$1,000,000	\$3,000,000	0
<b>JOB CREATION</b>	10	30	30
<b>QUALIFIED BUSINESSES</b>	Research and Development Scientific Testing Manufacturing Targeted Export Services (75% of sales outside Nebraska or to the U.S. Government) • Software Development Services • Computer Systems Design • Product Testing Services • Guidance or Surveillance Systems • Technology Licensing Retail Sales of TPP if 20% is at wholesale, manufactured, or to someone else in qualified business	Research and Development Scientific Testing Data Processing Telecommunications Insurance Financial Services Manufacturing Distribution Storage/Warehousing Transportation Headquarters (Administrative) Targeted Export Services (75% of sales outside Nebraska or to the U.S. Government) • Software Development • Computer Systems Design • Product Testing Services • Guidance or Surveillance Systems • Technology Licensing Internet Web Portal Retail Sales of TPP if 20% is at wholesale, manufactured, or to someone else in qualified business	Research and Development Scientific Testing Data Processing Telecommunications Insurance Financial Services Manufacturing Distribution Storage/Warehousing Transportation Headquarters (Administrative) Targeted Export Services (75% of sales outside Nebraska or to the U.S. Government) • Software Development • Computer Systems Design • Product Testing Services • Guidance or Surveillance Systems • Technology Licensing Internet Web Portal Retail Sales of TPP if 20% is at wholesale, manufactured, or to someone else in qualified business
<b>INVESTMENT CREDITS</b>	Yes: 3%	Yes: 10%	N/A
<b>WAGE CREDITS</b>	Sliding scale job credit on new employee compensation whose wage is at least 60% of the Nebraska average wage. Credit is: 3% if 60% of NE avg. wage 4% if 75% of NE avg. wage 5% if 100% of NE avg. wage 6% if 125% of NE avg. wage	Sliding scale job credit on new employee compensation whose wage is at least 60% of the Nebraska average wage. Credit is: 3% if 60% of NE avg. wage 4% if 75% of NE avg. wage 5% if 100% of NE avg. wage 6% if 125% of NE avg. wage	Sliding scale job credit on new employee compensation whose wage is at least 60% of the Nebraska average wage. Credit is: 3% if 60% of NE avg. wage 4% if 75% of NE avg. wage 5% if 100% of NE avg. wage 6% if 125% of NE avg. wage
<b>SALES TAX REFUND</b>	Refund of 1/2 the Sales Tax on project's capital purchases	Refund of all Sales Tax on project's capital purchases	N/A
<b>OTHER</b>	N/A	N/A	N/A
<b>USE OF CREDITS</b>	Sales Tax, Income Tax, Employee Withholding (Wage Credit Only)	Sales Tax, Income Tax, Employee Withholding (Wage Credit Only)	Sales Tax, Income Tax, Employee Withholding (Wage Credit Only)
<b>ATTAINMENT PERIOD</b>	Up to 5 Years	Up to 7 Years	Up to 5 Years
<b>ENTITLEMENT PERIOD</b>	6 to 7 Years	7 Years	6 to 7 Years
<b>CREDIT CARRYOVER PERIOD</b>	0 to 3 Years	2 to 8 Years	0 to 3 Years
<b>APPLICATION FEE</b>	\$1,000	\$2,500	\$2,500

NEBRASKA ADVANTAGE		NEBRASKA ADVANTAGE	
TIER FOUR	TIER FIVE	SUPER TIER SIX	
\$12,000,000	\$36,000,000	\$12,000,000	\$122,000,000
100	(Maintain Employment)	75	50
Research and Development Scientific Testing Data Processing Telecommunications Insurance Financial Services Manufacturing Distribution Storage/Warehousing Transportation Headquarters (Administrative) Targeted Export Services (75% of sales outside Nebraska or to the U.S. Government) <ul style="list-style-type: none"> <li>• Software Development</li> <li>• Computer Systems Design</li> <li>• Product Testing Services</li> <li>• Guidance or Surveillance Systems</li> <li>• Technology Licensing</li> </ul> Internet Web Portal Retail Sales of TPP if 20% is at wholesale, manufactured, or to someone else in qualified business		Research and Development Scientific Testing Data Processing Telecommunications Insurance Financial Services Manufacturing Distribution Storage/Warehousing Transportation Headquarters (Administrative) Targeted Export Services (75% of sales outside Nebraska or to the U.S. Government) <ul style="list-style-type: none"> <li>• Software Development</li> <li>• Computer Systems Design</li> <li>• Product Testing Services</li> <li>• Guidance or Surveillance Systems</li> <li>• Technology Licensing</li> </ul> Internet Web Portal Retail Sales of TPP if 20% is at wholesale, manufactured, or to someone else in qualified business	
Yes: 10%	N/A	Yes: 15%	
Sliding scale job credit on new employee compensation whose wage is at least 60% of the Nebraska average wage. Credit is: 3% if 60% of NE avg. wage 4% if 75% of NE avg. wage 5% if 100% of NE avg. wage 6% if 125% of NE avg. wage	N/A	10% job credit on new employee "compensation" Wage thresholds per new position are the greater of: 200% of the county average wage or 150% of the NE average wage	
Refund of all Sales tax on project's capital purchases	Refund of all Sales tax on project's capital purchases	Refund of all Sales Tax on project's capital purchases	
Personal Property Tax exemption on: turbine powered aircraft; computer systems; agricultural processing machinery; and personal property used in distribution facilities for up to 10 years.	Personal Property Tax exemption: up to 10 years on computer systems for internet web portal.	Personal Property Tax exemption for all Personal Property at the project for up to 10 years.	
Sales Tax, Income Tax, Employee Withholding (Wage Credit Only)	N/A	Same as Tiers 1 - 4, PLUS: all Statewide Sales Tax and Site Specific Real Property Taxes	
Up to 7 Years	Up to 7 Years	Up to 5 Years	
7 Years	7 Years	10 Years	
2 to 8 Years	N/A	1 Year	
\$2,500	\$2,500	\$10,000	

Updated 2-2009

## NEBRASKA RURAL ADVANTAGE

LEVEL ONE	LEVEL TWO
\$125,000	\$250,000
2	5
Must be located in: <b>counties with population less than 15,000</b> Livestock Production Research and Development Scientific Testing Data Processing Telecommunications Insurance Financial Services Manufacturing Distribution Storage/Warehousing Transportation Headquarters (Administrative)	Must be located in: <b>counties with population less than 25,000</b> Livestock Production Research and Development Scientific Testing Data Processing Telecommunications Insurance Financial Services Manufacturing Distribution Storage/Warehousing Transportation Headquarters (Administrative)
Yes - \$2,750 of refundable credits per \$50,000 of qualifying investment.	Yes - \$2,750 of refundable credits per \$50,000 of qualifying investment.
\$3,000 of refundable credits per full-time equivalent employee, includes teleworkers	\$3,000 of refundable credits per full-time equivalent employee, includes teleworkers
N/A	N/A
N/A	N/A
Credits may be used to reduce income tax liability, refund sales taxes, or as a direct refund	Credits may be used to reduce income tax liability, refund sales taxes, or as a direct refund
The year of application plus one year to achieve thresholds; must maintain investment and employment for 3 years	The year of application plus one year to achieve thresholds; must maintain investment and employment for 3 years
N/A	N/A
N/A	N/A
\$500	\$500

**4th**

**Lowest Cost of Doing Business**

Milken Institute

**2nd**

**For Fairness of Litigation Environment**

Institute for Legal Reform/2008 U.S. Chamber of Commerce State Liability Systems Ranking Study

**Top 10**

**Best States for Business**

Forbes Magazine, 2008

**4th**

**Best States for Jobs**

CareerBuilder.com, 2008

**5th**

**Best Education Climate**

Business Facilities Magazine;  
2008 Annual Rankings Report

**4th**

**Best Quality of Life**

Business Facilities Magazine;  
2008 Annual Rankings Report

**Nebraska.**  
**Ranked among**  
**the best.**

# advantages

**2nd**

**Most Improved – Total Biomass Electricity Generated; Biomass Electricity Generation Per Capita & Per GSP**

NREL, State of the States 2008: Renewable Energy Development and the Role of Policy

**2nd**

**Total Capacity of Ethanol Production**  
*Ethanol Producer Magazine, March 2007*

**6th**

**Wind Energy Potential**  
*AWEA Wind Energy Projects, March 2007*

**2nd**

**Most Improved – Total Wind Energy Generated; Percentage of Total In State Electricity Generation from Wind; Wind Electricity Generation Per Capita & Per GSP**

NREL, State of the States 2008: Renewable Energy Development and the Role of Policy

## NEBRASKA Ranked Among the Best

Every state and country in the world talks about their ability to attract and retain business. In Nebraska we prove it everyday through our commitment to excellence.

**5th**

**Best Education Climate**  
*Business Facilities Magazine; 2008 Annual Rankings Report*

**4th**

**Best State for Jobs**  
*CareerBuilder.com; 2008*

**TOP 10**

**Best States for Business**  
*2008 Forbes Magazine*

**2nd**  
**for Fairness of Litigation Environment**

*Institute for Legal Reform, 2008 U.S. Chamber of Commerce State Liability Systems Ranking Study*

**3rd**

**in Employment per Population Ratio for Populations of 16+ years of age**  
*2007 U.S. Bureau of Labor Statistics*

**4th**

**Lowest Average Travel Time to Work**  
*U.S. Bureau of the Census*

**TOP 10**

**States Receiving a 5-Star on the 2007 State's Healthcare Cost Quotient**

*Expansion Management magazine*

**4th**

**Lowest Cost of Doing Business**  
*Milken Institute, 2007 Cost-of-Doing Business Index*

**4th**

**Best Quality of Life**  
*Business Facilities Magazine; 2008 Annual Rankings Report*

**NEBRASKA**  
*Advantage*

*Department of Economic Development*

**NEBRASKA**  
*Advantage*  
Department of Economic Development

**SUMMARY: SELECTED NEBRASKA ADVANTAGE INCENTIVE PROGRAMS**

Updated for month ending March 31, 2009

**Nebraska Advantage Act (1/1/06 to 3/31/09)**

- 2006: 82 applications; potentially \$3.41 billion investment; 8,676 jobs
- 2007: 49 applications; potentially \$853.3 million investment; 3,485 jobs
- 2008: 50 applications; potentially \$849 million investment; 2,813 jobs
- 2009: 9 applications; potentially \$194.3 million investment; 849 jobs
- 2006-09 Total: 190 applications; potentially \$5.31 billion investment; 15,823 jobs
- By broad industry (2006-09 total):
  - Bio-medical/Renewable fuels 32 projects \$2.9 billion 1,988 jobs
  - Telecomm/Other services 46 projects \$1.26 billion 5,248 jobs
  - Manufacturing/Processing 83 projects \$687 million 3,713 jobs
  - Financial/Insurance services 29 projects \$461 million 4,874 jobs
- By location:
  - Omaha MSA (Douglas, Sarpy, Saunders, Washington counties) 98 projects
  - Lincoln MSA (Lancaster, Seward counties) 30 projects
  - Greater Nebraska 62 projects

**Nebraska Advantage Rural (1/1/06 to 3/31/09)**

- 2006: 17 project applications; potentially \$20.09 million investment; 127 jobs
- 2007: 36 project applications; potentially \$75.1 million investment; 66 jobs
- 2008: 30 project applications; potentially \$25.2 million investment; 38 jobs
- 2009: 8 project applications; potentially \$20.1 million investment; 22 jobs
- 2006-09 Total: 91 project applications; potentially \$140.5 million investment; 253 jobs

**Nebraska Advantage Microenterprise (1/1/06 to 3/31/09)**

- 2006: 456 applications
- 2007: 408 applications
- 2008: 620 applications
- 2009: 240 applications
- 2006-09 Total: 1,724 applications

**Customized Job Training Advantage (7/1/05-3/31/09)**

- *Under contract*
  - 78 projects (32 Lincoln/Omaha areas, 46 Greater Neb.)
  - 6,744 jobs
- *Preliminary commitments/offers*
  - 27 projects (13 Lincoln/Omaha areas, 14 Greater Neb.)
  - 5,255 jobs

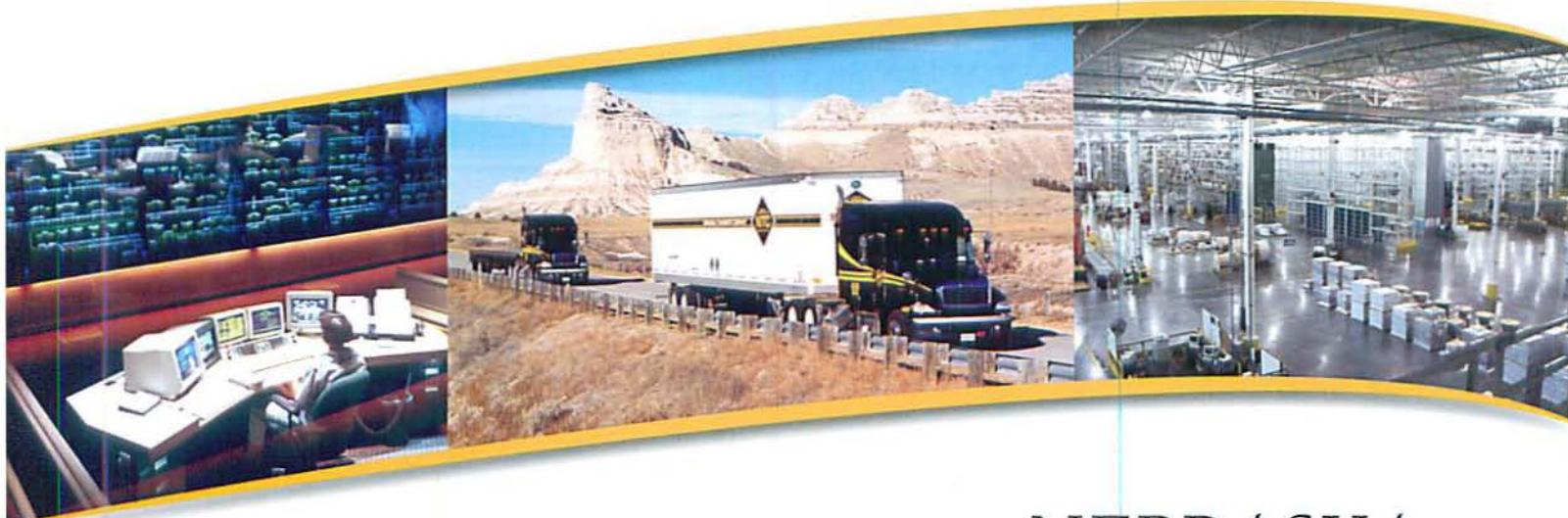
# Receive greater returns on your investment in Nebraska.

## Nebraska Offers:

- Highly educated and productive workforce
- Readily available sites and buildings
- Utility costs significantly below national averages
- World class telecommunications infrastructure
- Aggressive local incentives
- First class infrastructure
- Speed to markets
- Foreign Trade Zone
- Fair and balanced litigation and regulatory environment
- Low cost of living
- High ranking quality of life
- Short commute times

## Additional Tax Savings:

- Sales tax exemption on:
  - Manufacturing equipment
  - Manufacturing or processing raw materials
  - Common carrier vehicles
  - Utilities used in manufacturing
- No intangibles tax
- No inventory tax
- Sales tax refund on pollution control equipment
- 100% depreciation for personal property tax



NEBRASKA  
*Advantage*

# **Additional Advantages in the Nebraska Advantage Economic Development Package.**

## **Nebraska Customized Job Training Advantage**

Provides a flexible and discretionary job training program with grants from \$800 to \$4,000 per qualified new job. Additional grant funds may be available for new jobs created in rural and high poverty areas. You can design your own training, or a statewide training team can assist with training needs and assessments, training plans, curriculum development, and training instruction.

## **Nebraska Research and Development Advantage**

Offers a refundable tax credit for qualified research and development activities undertaken by a business entity. The credit is equal to 15 percent of the federal credit allowed under Section 41 of the Internal Revenue Code of 1986.

## **Nebraska Microenterprise Tax Credit Advantage**

Provides a 20 percent refundable investment tax credit to micro businesses on new investment in targeted communities. Applicants may qualify for a maximum \$10,000 throughout the life of the program. The credit is geared to companies with five or fewer employees, including start-ups. Credits are approved through an application process with the Nebraska Department of Revenue and an advisory committee on a first-in-first-out basis. The credits are earned on new expenditures for wages, buildings, certain expenses, and non-vehicle depreciable personal property.

## **And even more Advantages**

### **Community Development Block Grant (CDBG)**

Loans designed to create quality jobs and promote new investment. CDBG funds must be used to benefit low to moderate income persons, aid in the prevention or elimination of slums or blight, or meet other community development emergency needs. CDBG funds can be used to purchase machinery, equipment and inventory, meet working capital needs, develop community infrastructure, construct or renovate existing buildings and real estate.

### **Capital Gains and Extraordinary Dividend Exclusion**

Exemption from state personal income tax on capital gains realized from selling or exchanging stock of one corporation acquired by an employee with that corporation. The employee can also exclude extraordinary dividends that exceed 20% of the value of the stock for the same corporation. The corporation must do business in Nebraska for at least three years and must have a minimum of five shareholders.

**NEBRASKA**  
*Advantage*

For more information:

**Nebraska Department of Economic Development**

301 Centennial Mall South

P.O. Box 94666

Lincoln, NE 68509-4666

**800-426-6505 • Fax: 402-471-3778**

**[www.NebraskaAdvantage.biz](http://www.NebraskaAdvantage.biz)**



# Avoid the “Hail Mary” Moment – Plan Now

(Estate Planning and Business Succession)

Ramzi Hynek

*skillful counsel | successful clients*  
**We Find the Way®**  
Rembolt | Ludtke LLP

# Periodic Review of Your Estate Plan



- Will, Trust, Power of Attorney Documents
- Title/Beneficiary Designation to Assets
- Fund Your Revocable Trust
- Laundry List



LAST WILL  
AND  
TESTAMENT

# Power of Attorney Documents



- HIPAA
- Adult Children



# Current Gifts of Business Ownership Interest



- Discount for Minority Interest and Marketability
- Aid in Transition to Next Generation





# Avoid the “Hail Mary” Moment – Plan Now

(Estate Planning and Business Succession)

Ramzi J. Hynek

[rhynek@remboltludtke.com](mailto:rhynek@remboltludtke.com)

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Rembolt | Ludtke LLP



## Building Leadership

Doc Sadler  
Men's Basketball Head Coach  
University of Nebraska-Lincoln

*skillful counsel | successful clients*

**We Find the Way®**

Rembolt | Ludtke LLP



# Rembolt | Ludtke

## Term Limits: How is the New Two-Quarter Game Being Played?

Andy Pollock

*skillful counsel | successful clients*

**We Find the Way®**

Rembolt | Ludtke LLP

## Nebraska State Senators and Years Served

Senator				Years Served	Chairpersons & Other Notes
Last Name	First	Dist.	Town		
Adams	Greg	24	York	2	Education Committee Chair
Ashford	Brad	20	Omaha	2	Served 2 terms previously; Judiciary Cte. Chair
Avery	Bill	28	Lincoln	2	Government Committee Chair
Campbell	Kathy	25	Lincoln	0	
Carlson	Tom	38	Holdrege	2	Agriculture Committee Chair
Christensen	Mark	44	Imperial	2	
Coash	Colby	27	Lincoln	0	
Cook	Tanya	13	Omaha	0	
Cornett	Abbie	45	Bellevue	4	Revenue Committee Chair
Council	Brenda	11	Omaha	0	
Dierks	Cap	40	Ewing	2	Served four terms previously
Dubas	Annette	34	Fullerton	2	
Fischer	Deb	43	Valentine	4	Transportation & Telecom. Committee Chair
Flood	Mike	19	Norfolk	4	Speaker
Friend	Mike	10	Omaha	6	Urban Affairs Committee Chair
Fulton	Tony	29	Lincoln	2	Appointed before 2007 Session
Gay	Tim	14	Papillion	2	Health & Human Services Committee Chair
Giese	Bob	17	S. Sioux City	0	
Gloor	Mike	35	Grand Island	0	
Haar	Ken	21	Malcom	0	
Hadley	Galen	37	Kearney	0	
Hansen	Tom	42	North Platte	2	
Harms	John	48	Scottsbluff	2	
Heidemann	Lavon	1	Elk Creek	4	Appropriations Committee Chair
Howard	Gwen	9	Omaha	4	
Janssen	Charlie	15	Fremont	0	
Karpisek	Russ	32	Wilber	2	General Affairs Committee Chair
Langemeier	Chris	23	Schuylerville	4	Natural Resources Committee Chair
Lathrop	Steve	12	Omaha	2	Business & Labor Committee Chair
Lautenbaugh	Scott	18	Omaha	1	Appointed after 2007 Session
Louden	LeRoy	49	Ellsworth	6	
McCoy	Beau	39	Elkhorn	0	
McGill	Amanda	26	Lincoln	2	
Mello	Heath	5	Omaha	0	
Nantkes	Danielle	46	Lincoln	2	
Nelson	John	6	Omaha	2	
Nordquist	Jeremy	7	Omaha	0	
Pahls	Rich	31	Omaha	4	Banking & Insurance Committee Chair
Pankonin	Dave	2	Louisville	2	Retirement Committee Chair
Pirsch	Pete	4	Omaha	2	
Price	Scott	3	Gretna	0	
Rogert	Kent	16	Tekamah	2	
Schilz	Ken	47	Ogallala	0	
Stuthman	Arnie	22	Columbus	6	
Sullivan	Kate	41	Cedar Rapids	0	
Utter	Dennis	33	Hastings	0	
Wallman	Norm	30	Cortland	2	
White	Tom	8	Omaha	2	
Wightman	John	36	Lexington	2	

# 2009 Nebraska State Senators



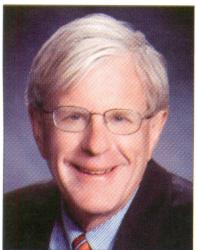
**Sen. Greg L. Adams**  
**(District 24, York)**

**Mailing Address:** District 24, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2756  
**Elected to Nebraska Legislature:** 2006  
**Occupation:** Retired teacher



**Sen. Mark R. Christensen**  
**(District 44, Imperial)**

**Mailing Address:** District 44, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2805  
**Elected to Nebraska Legislature:** 2006  
**Occupation:** Commodity broker, landowner



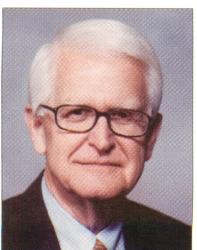
**Sen. Brad Ashford**  
**(District 20, Omaha)**

**Mailing Address:** District 20, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2622  
**Elected to Nebraska Legislature:** 1986, 1990, 2006  
**Occupation:** Attorney, businessman



**Sen. Colby Coash**  
**(District 27, Lincoln)**

**Mailing Address:** District 27, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2632  
**Elected to Nebraska Legislature:** 2008  
**Occupation:** Director of staff development, Collaborative Industries, Inc.



**Sen. Bill Avery**  
**(District 28, Lincoln)**

**Mailing Address:** District 28, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2633  
**Elected to Nebraska Legislature:** 2006  
**Occupation:** Retired professor



**Sen. Tanya Cook**  
**(District 13, Omaha)**

**Mailing Address:** District 13, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2727  
**Elected to Nebraska Legislature:** 2008  
**Occupation:** President, City Girl Communications



**Sen. Kathy Campbell**  
**(District 25, Lincoln)**

**Mailing Address:** District 25, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2731  
**Elected to Nebraska Legislature:** 2008  
**Occupation:** Executive vice president, CEDARS Home for Children Foundation



**Sen. Abbie Cornett**  
**(District 45, Bellevue)**

**Mailing Address:** District 45, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2615  
**Elected to Nebraska Legislature:** 2004  
**Occupation:** Retired



**Sen. Tom Carlson**  
**(District 38, Holdrege)**

**Mailing Address:** District 38, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2732  
**Elected to Nebraska Legislature:** 2006  
**Occupation:** Financial advisor



**Sen. Brenda Council**  
**(District 11, Omaha)**

**Mailing Address:** District 11, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2612  
**Elected to Nebraska Legislature:** 2008  
**Occupation:** Attorney



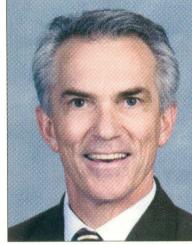
**Sen. M. L. Dierks**  
**(District 40, Ewing)**  
**Mailing Address:** District 40, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2801  
**Elected to Nebraska Legislature:** 1986, 1990, 1994, 1998, 2006  
**Occupation:** Rancher, retired veterinarian



**Sen. Tim Gay**  
**(District 14, Papillion)**  
**Mailing Address:** District 14, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2730  
**Elected to Nebraska Legislature:** 2006  
**Occupation:** Investment advisor



**Sen. Annette M. Dubas**  
**(District 34, Fullerton)**  
**Mailing Address:** District 34, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2630  
**Elected to Nebraska Legislature:** 2006  
**Occupation:** Farmer, rancher



**Sen. Robert J. Giese**  
**(District 17, South Sioux City)**  
**Mailing Address:** District 17, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2716  
**Elected to Nebraska Legislature:** 2008  
**Occupation:** Grocery store produce manager



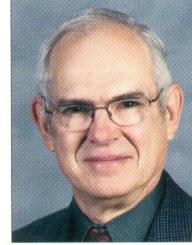
**Sen. Deb Fischer**  
**(District 43, Valentine)**  
**Mailing Address:** District 43, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2628  
**Elected to Nebraska Legislature:** 2004, 2008  
**Occupation:** Rancher



**Sen. Mike Gloor**  
**(District 35, Grand Island)**  
**Mailing Address:** District 35, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2617  
**Elected to Nebraska Legislature:** 2008  
**Occupation:** Retired hospital CEO



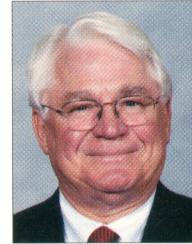
**Sen. Mike Flood**  
**(District 19, Norfolk)**  
**Mailing Address:** District 19, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2929  
**Elected to Nebraska Legislature:** 2004, 2008  
**Occupation:** Broadcaster, lawyer



**Sen. Ken Haar**  
**(District 21, Malcolm)**  
**Mailing Address:** District 21, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2673  
**Elected to Nebraska Legislature:** 2008  
**Occupation:** President and CEO, Compliance at a Glance, Inc.



**Sen. Mike Friend**  
**(District 10, Omaha)**  
**Mailing Address:** District 10, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2718  
**Elected to Nebraska Legislature:** 2002, 2006  
**Occupation:** Writer, editor



**Sen. Galen Hadley**  
**(District 37, Kearney)**  
**Mailing Address:** District 37, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2726  
**Elected to Nebraska Legislature:** 2008  
**Occupation:** Retired professor



**Sen. Tony Fulton**  
**(District 29, Lincoln)**  
**Mailing Address:** District 29, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2734  
**Appointed to Nebraska Legislature:** Jan. 3, 2007, to replace Sen. Mike Foley, who resigned  
**Elected to Nebraska Legislature:** 2008  
**Occupation:** CEO Guardian Angels Homecare; professional engineer



**Sen. Tom Hansen**  
**(District 42, North Platte)**  
**Mailing Address:** District 42, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2729  
**Elected to Nebraska Legislature:** 2006  
**Occupation:** Secretary/treasurer, Hansen 77 Ranch, LLC



**Sen. John N. Harms**  
**(District 48, Scottsbluff)**

**Mailing Address:** District 48, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2802  
**Elected to Nebraska Legislature:** 2006  
**Occupation:** Retired



**Sen. Steve Lathrop**  
**(District 12, Omaha)**

**Mailing Address:** District 12, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2623  
**Elected to Nebraska Legislature:** 2006  
**Occupation:** Attorney



**Sen. Lavon Heidemann**  
**(District 1, Elk Creek)**

**Mailing Address:** District 1, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2733  
**Elected to Nebraska Legislature:** 2004, 2008  
**Occupation:** Farmer



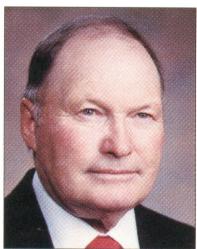
**Sen. Scott Lautenbaugh**  
**(District 18, Omaha)**

**Mailing Address:** District 18, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2618  
**Appointed to Nebraska Legislature:** Nov. 2, 2007, to replace Sen. Mick Mines, who resigned  
**Elected to Nebraska Legislature:** 2008  
**Occupation:** Attorney



**Sen. Gwen Howard**  
**(District 9, Omaha)**

**Mailing Address:** District 9, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2723  
**Elected to Nebraska Legislature:** 2004, 2008  
**Occupation:** Social worker, adoption specialist



**Sen. LeRoy J. Louden**  
**(District 49, Ellsworth)**

**Mailing Address:** District 49, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2725  
**Elected to Nebraska Legislature:** 2002 (by petition), 2004, 2008  
**Occupation:** Rancher



**Sen. Charlie Janssen**  
**(District 15, Fremont)**

**Mailing Address:** District 15, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2625  
**Elected to Nebraska Legislature:** 2008  
**Occupation:** Chairman and CEO, RTG Medical



**Sen. Beau R. McCoy**  
**(District 39, Omaha)**

**Mailing Address:** District 39, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2885  
**Elected to Nebraska Legislature:** 2008  
**Occupation:** Home improvement contractor, business owner



**Sen. Russ Karpisek**  
**(District 32, Wilber)**

**Mailing Address:** District 32, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2711  
**Elected to Nebraska Legislature:** 2006  
**Occupation:** State senator



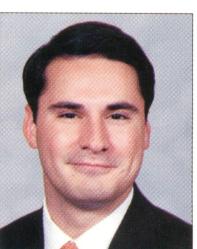
**Sen. Amanda McGill**  
**(District 26, Lincoln)**

**Mailing Address:** District 26, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2610  
**Elected to Nebraska Legislature:** 2006  
**Occupation:** Marketing agency account executive



**Sen. Chris Langemeier**  
**(District 23, Schuyler)**

**Mailing Address:** District 23, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2719  
**Elected to Nebraska Legislature:** 2004, 2008  
**Occupation:** Owner of Land Mark Management and Realty, Inc., certified general real estate appraiser



**Sen. Heath Mello**  
**(District 5, Omaha)**

**Mailing Address:** District 5, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2710  
**Elected to Nebraska Legislature:** 2008  
**Occupation:** Community development specialist



**Sen. Danielle Nantkes**  
**(District 46, Lincoln)**  
**Mailing Address:** District 46, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2720  
**Elected to Nebraska Legislature:** 2006  
**Occupation:** Attorney



**Sen. Scott Price**  
**(District 3, Bellevue)**  
**Mailing Address:** District 3, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2627  
**Elected to Nebraska Legislature:** 2008  
**Occupation:** Business development manager, Computer Sciences Corporation



**Sen. John E. Nelson**  
**(District 6, Omaha)**  
**Mailing Address:** District 6, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2714  
**Elected to Nebraska Legislature:** 2006  
**Occupation:** Attorney



**Sen. Kent Rogert**  
**(District 16, Tekamah)**  
**Mailing Address:** District 16, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2728  
**Elected to Nebraska Legislature:** 2006  
**Occupation:** Farm business consultant



**Sen. Jeremy J. Nordquist**  
**(District 7, Omaha)**  
**Mailing Address:** District 7, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2721  
**Elected to Nebraska Legislature:** 2006  
**Occupation:** State senator



**Sen. Ken Schilz**  
**(District 47, Ogallala)**  
**Mailing Address:** District 47, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2616  
**Elected to Nebraska Legislature:** 2008  
**Occupation:** Cattle feeder/farmer



**Sen. Rich Pahls**  
**(District 31, Boys Town)**  
**Mailing Address:** District 31, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2327  
**Elected to Nebraska Legislature:** 2004, 2008  
**Occupation:** Retired



**Sen. Arnie Stuthman**  
**(District 22, Platte Center)**  
**Mailing Address:** District 22, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2715  
**Elected to Nebraska Legislature:** 2002, 2006  
**Occupation:** Farmer, volunteer firefighter



**Sen. Dave Pankonin**  
**(District 2, Louisville)**  
**Mailing Address:** District 2, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2613  
**Elected to Nebraska Legislature:** 2006  
**Occupation:** Owner and president, Pankonin's, Inc.



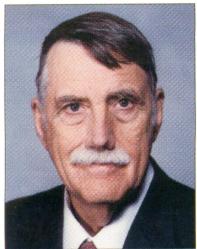
**Sen. Kate Sullivan**  
**(District 41, Cedar Rapids)**  
**Mailing Address:** District 41, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2631  
**Elected to Nebraska Legislature:** 2008  
**Occupation:** Banker, board of directors, Cedar Rapids State Bank; president, Kokes Corporation family farm; vice president, Bluestem Beef, Inc.



**Sen. Pete Pirsch**  
**(District 4, Omaha)**  
**Mailing Address:** District 4, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2621  
**Elected to Nebraska Legislature:** 2006  
**Occupation:** Attorney



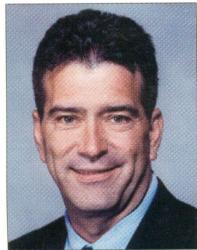
**Sen. Dennis Utter**  
**(District 33, Hastings)**  
**Mailing Address:** District 33, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2712  
**Elected to Nebraska Legislature:** 2008  
**Occupation:** Chairman, board of directors, Adams County Bank



**Sen. Norm Wallman**  
**(District 30, Cortland)**  
**Mailing Address:** District 30, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2620  
**Elected to Nebraska Legislature:** 2006  
**Occupation:** Agribusinessman



**Sen. John M. Wightman**  
**(District 36, Lexington)**  
**Mailing Address:** District 36, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2642  
**Elected to Nebraska Legislature:** 2006  
**Occupation:** Attorney, Wightman & Wightman Law Office



**Sen. Tom White**  
**(District 8, Omaha)**  
**Mailing Address:** District 8, P.O. Box 94604, Lincoln, NE 68509  
**Office:** State Capitol, Lincoln, NE 68509, phone (402) 471-2722  
**Elected to Nebraska Legislature:** 2006  
**Occupation:** Attorney

## Term Limits

In 2000, the voters of Nebraska enacted by initiative petition a limit of two consecutive four-year terms on the service of state legislators. The first election at which legislators were ineligible from continuing their service due to term limits took place in 2006. Term-limited legislators will remain ineligible to serve in the Legislature until at least four years after leaving office. (Source: Nebraska Constitution, Article III, Section 12.)

# Contacting Your Senator

Citizens need personal contact with legislators, and legislators need personal contact with citizens. The Nebraska Legislature is a very people-oriented institution, says Clerk of the Legislature Patrick O'Donnell.

As a concerned citizen, there are several ways that you may communicate effectively with your senator in an attempt to suggest or influence legislation. Here are some important tips:

**Identifying your senator:** Check the Unicameral Web site ([www.NebraskaLegislature.gov](http://www.NebraskaLegislature.gov)) or contact your county clerk or county election commissioner to find out what district you reside in.

**Face-to-face meetings:** Face-to-face meetings work well because they allow senators to put faces with names. The best way to set up a meeting with a senator is to contact his or her legislative office and work with the staff member that handles the senator's schedule. When preparing for a meeting with a legislator, remember that his or her time may be limited. Try to have your thoughts gathered ahead of time so you can communicate your needs and positions clearly and concisely.

**Phone calls:** Phone calls are effective because they allow for direct contact between constituents and

legislators and are often easier to schedule than face-to-face meetings. Having your thoughts prepared ahead of time is still a good idea. If it is not possible to talk directly with the legislator, communicate your thoughts to a member of the legislator's staff. Staff will see to it that your comments are forwarded to the senator.

**E-mail:** Most senators have public e-mail addresses available through [www.NebraskaLegislature.gov](http://www.NebraskaLegislature.gov). Because of the large volume of e-mail a senator's office receives, one should not expect to automatically receive a response to every message sent. It is best when contacting your senator by e-mail to treat it like a regular letter. You will have more credibility if you place your name and contact information at the bottom of the note. This also will grant the legislator the flexibility to respond either electronically or by regular mail.

**Letters:** Written letters are effective because they allow constituents to be complete and precise about their needs and positions. It is best to keep the letter focused on the main points you wish to make and to avoid rambling. A constructive approach to the issue is more likely to receive attention. Letters that are written by you in your own words are much more effective than form letters.

Reproduced from "A Look at Your Unicameral" (Jan. 2009), a publication of the Unicameral Information Office, Clerk of the Nebraska Legislature.

# Learning the Playbook...Fast!

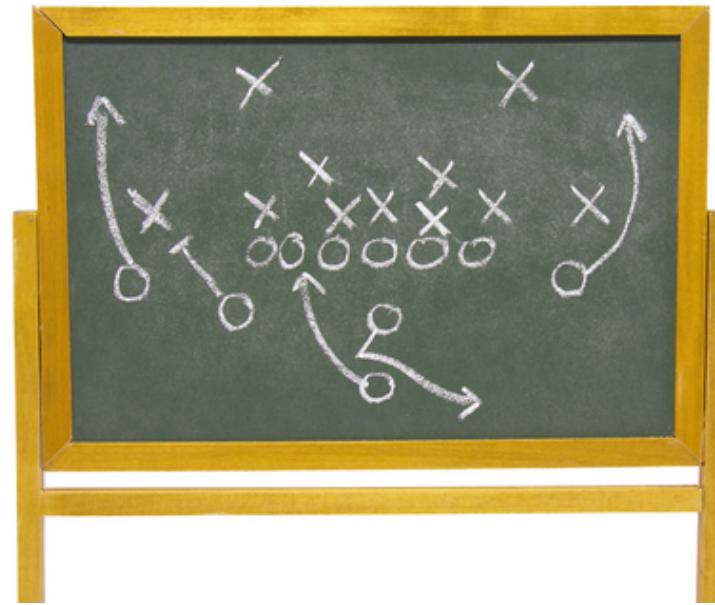


- The Unicameral process
- To read or not to read legislation

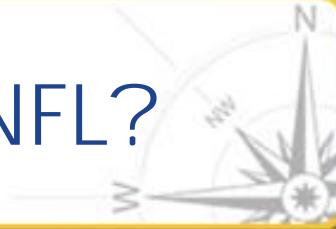
# Committee Hearings: The New No Huddle Offense



- More questions
- Longer hearings
- More bills advanced



# Where are the Seniors: Off to the NFL?



- Speaker
- Committee Chairpersons



# Floor Debate: No Time-Outs



- Sen. Chambers
  - Master of the filibuster
    - Stop legislation
    - Slow down legislative process



# Rules of the Two-Quarter Game



- Wrap up quickly: cement relationships
- Keep the calls simple, ***but***....
  - Back it up with all the information the Senator and staff want
- The risk of the unknown option: “unintended consequences”
- The importance of ***no*** OT: Negotiated Agreements



# Rembolt | Ludtke

## Term Limits: How is the New Two-Quarter Game Being Played?

Andy Pollock, Registered Lobbyist

[apollock@remboltludtke.com](mailto:apollock@remboltludtke.com)

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# Calling an Audible: A Blitz is on the Way!

(Creditors' Rights Issues and Planning)

Rick Lange

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# Getting Blitzed



(aka, a credit goes south)



Edited version | Downloaded from <http://www.youtube.com/watch?v=xGIOfg0P1-I&feature=related>

# The Warning Signs . . .



- Aging accounts receivable/slow pay
- Phone calls/emails not returned
- Personnel turnover/new management
- Lawsuits, construction liens, tax liens, etc.

# The Response



- Run the play
- Call timeout
- Call an audible





# Calling an Audible: A Blitz is on the Way!

(Creditor's Rights Issues and Planning)

Rick Lange

[rlange@remboltludtke.com](mailto:r lange@remboltludtke.com)

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## Business Planning in Challenging Times

Thank you for attending. Please complete the survey in your folder.

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**REMBOLT LUDTKE LLP SPRING SEMINAR**  
**“BUSINESS PLANNING IN CHALLENGING TIMES”**  
**FRIDAY, APRIL 17, 2009**  
**CORNHUSKER HOTEL, LINCOLN, NEBRASKA**

**SEMINAR EVALUATION SURVEY**

1. Where did you hear about this seminar?

( ) Our E-mails    ( ) Our Website    ( ) Personal Contact    ( ) Other

2. Overall, how satisfied were you with the seminar program?

Very Dissatisfied	Dissatisfied	Neutral	Somewhat Satisfied	
1      2	3      4	5      6	7      8	
				Very Satisfied
				9      10

3. How satisfied were you with the seminar's topics?

Very Dissatisfied	Dissatisfied	Neutral	Somewhat Satisfied	
1      2	3      4	5      6	7      8	
				Very Satisfied
				9      10

4. Speakers' Ratings: Please rate each speaker on all four aspects, where 1 is strongly disagree and 4 is strongly agree.

	Presentation Held My Attention				Content Had Substance				Speaker's Slides Were Useful				New Insights Were Gained			
Tim Moll	1    2    3    4				1    2    3    4				1    2    3    4				1    2    3    4			
Dave Bargen	1    2    3    4				1    2    3    4				1    2    3    4				1    2    3    4			
Sarah Pillen	1    2    3    4				1    2    3    4				1    2    3    4				1    2    3    4			
Rich Baier	1    2    3    4				1    2    3    4				1    2    3    4				1    2    3    4			
Ramzi Hynek	1    2    3    4				1    2    3    4				1    2    3    4				1    2    3    4			
Doc Sadler	1    2    3    4				1    2    3    4				1    2    3    4				1    2    3    4			
Andy Pollock	1    2    3    4				1    2    3    4				1    2    3    4				1    2    3    4			
Rick Lange	1    2    3    4				1    2    3    4				1    2    3    4				1    2    3    4			

(OVER)

5. Overall, how satisfied were you with the seminar handouts?

Very Dissatisfied	Dissatisfied	Neutral	Somewhat Satisfied	Very Satisfied
1	2	3	4	5
				6
				7

6. How satisfied were you with the meeting site?

Very Dissatisfied	Dissatisfied	Neutral	Somewhat Satisfied	Very Satisfied
1	2	3	4	5
				6
				7

7. Please give us your comments and suggestions regarding this program:

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8. What topics/presenters would you like to see for our next seminar?

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9. Do you have a preferred time of year, day of week, time of day, and/or location (venue or city) for our next seminar?

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*Please drop off your completed evaluation survey at the seminar registration table.*