

The logo features a stylized green mountain range within a circular frame, topped with a compass rose. Below the graphic, the text "The Gehman" is in a serif font, and "COMPASS" is in a large, bold, sans-serif font.

The Gehman COMPASS

Volume 3 Issue 1

Spring 2022 Newsletter

Retaining and Attracting Employees

Many business owners these days are struggling to find the labor they need in a competitive market. There are simply more jobs available than people who want them. Millions of employees are taking advantage of the current market and using their new-found negotiating power to find better jobs with increased pay and benefits.

What do these labor trends mean for the average small business? Small business owners have been affected more than some would like to admit. Shed builders have lost skilled workers to home builders. Home builders have lost skilled tradesman who started their own businesses. And the cycle goes on.

When a business is losing workers or desperately looking to fill positions, what can be done? We suggest looking at several key areas if you want to retain and attract good employees:

- 1. Sustainable Capacity.** Overpromising and underdelivering to your customers can hurt employee morale and increase on-the-job stress. Be upfront with your customers about your lead times and expect the same from your suppliers. Don't place unrealistic expectations on your employees. They want to achieve great customer satisfaction as much as you do.

- 2. Company Culture.** A good company culture not only attracts good employees, but also encourages current employees to stay. Creating a good culture doesn't necessarily mean putting a ping-pong table in the shop or supplying free sodas in the break room. What really matters is how you relate with each other and whether your employees can contribute their thoughts and ideas. Ask your employees how they experience your company culture—then do something about it if it's not a positive review.

“Like tending a garden, maintaining your culture requires constant attention and care”

- 3. Wages.** Negotiating wages and benefits with your employees can be a tricky tightrope to walk. How do you know what is fair and what you can afford? Before you can make informed decisions about wages, you need to get the facts on your profit margin, cash reserves, overhead per man hour, and job profitability. This may take some expert advice or at the very least, some accurate business reports. But doing the hard work and

continued on page 4

Ten Things to Know about Social Security Exemption

In the plain communities, being "4029 exempt" is a phrase most people understand. But what does it really mean to be 4029 exempt and what guidelines should be followed? Increase your understanding of the 4029 exemption with these ten questions and answers.

What's a Form 4029?

The Form 4029 is used by people who want to be exempt from Social Security and Medicare tax. This application for exemption will be either approved or denied by the Social Security Administration and the IRS.

Who can use this exemption?

To be eligible, you must be religiously opposed to any public or private insurance that pays benefits in the event of death, disability, old age, retirement, or medical care. You also must be a member of a church that meets two criteria: 1) It is part of a recognized religious group that has been in existence since 1950. 2) It provides for members who need financial support in the event of death, disability, old age, retirement, or medical care.

What are the benefits?

You do not pay Social Security or Medicare tax on your income.

What are the disadvantages?

You are giving up your rights to Social Security or Medicare benefits. In addition, certain types of insurance and investments are prohibited, including annuities, life insurance, and health insurance.

Is insurance allowed under the exemption?

Under tax regulations, an exempt person may have liability insurance for injuring other people or their property.

What retirement plans are acceptable?

The tax law does allow contributions to the following accounts: IRA (Individual Retirement Account), SEP (Simplified Employee Plan), SIMPLE (Savings Investment Match Plan for Employees), and HR10 Retirement Accounts. However, any connection to an insurance company could cause the IRS to question the sincerity of a person's exemption.

continued on page 3

Trusted Relationships.

We take time to —

- » provide clear communication.
- » build a resourceful community.
- » encourage Biblical values.

We care about your success in business and in life.



Does Workers' Compensation Insurance nullify an exemption?

There is no legal precedent for this scenario. However, the IRS has indicated that accepting Workers' Compensation benefits could prove you are no longer conscientiously opposed to insurance benefits.

Is the exemption still good if church membership changes?

Transferring your membership to another conference or fellowship will require a new exemption. If your church membership ends or you transfer to a non-approved church group, your exemption is no longer effective, and you must revoke your exemption within 60 days. *(See last question.)*

Can a parent's exemption be used for a minor or dependent?

No, the children will need to pay Social Security and Medicare tax on any wages earned until they have joined a qualified church and applied for their own exemption.

Is it possible to end a Social Security exemption?

Yes, the exemption can be revoked (canceled) by sending a letter to the IRS. You may contact Gehman Accounting for a sample letter.

If you have further questions, Gehman Accounting is one resource you can use for guidance on this issue. 🐦

Announcing—

Manufacturing Business Owners Workshop

- » June 8, 2022 – 8 am to 4 pm
- » Registration ends May 31, 2022
- » Attend in-person, New Holland office

To register, visit our website or contact Steve:
717.355.9723 • stevem@gateam.com

Team Member Spotlight

Tristan Snyder



What's your role at GA and how long have you worked for the company?

- » I am the manager for our QuickBooks support team, and I have been with GA for 4 years.

What's the most unusual job you've ever had?

- » I worked in a boar stud operation on our family farm.

How do you define success?

- » Success is when everyone involved benefits.

Do you have a favorite quote?

- » If something is worth doing, it is worth doing right.

Tell us a little bit about your family.

- » I am married and have a one-year-old daughter.

What advice would you give to recent new hires?

- » Don't let the learning curve be intimidating. If you are not sure how to do something, ask. We're here to help each other.

What do you do for fun?

- » My wife and I enjoy the outdoors, camping, hiking, and grilling.

What are three words that could be used to describe you?

- » Analytical, Consistent, Loyal

Tell us about your last vacation.

- » We enjoyed Christmas in Florida with family.

How would you define a good leader?

- » A good leader is not someone who is always right, but rather someone who is real—a person who is humble, honest, and leads to empower others. 🐦

Table of Contents



Retaining and Attracting Employees	1
Ten Things to Know about Social Security Exemption	2
Business Workshop	3
Team Member Spotlight	3

Bulletin Board

New Faces at Gehman

Alicia Esh – Bookkeeping Team
 Janice Witmer – Bookkeeping Team
 Janna Bowman – Tax Team
 Jeanette Frame – Secretarial Team
 Heather Beachy – Bookkeeping Team
 Alexandria Bauder – Tax Team

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continued from page 1

finding that compensation sweet spot is well worth the effort if you can reduce turnover and attract qualified employees.

- 4. Opportunities for Advancement.** Employees often quit if a job seems like a dead-end. To keep employees engaged and committed, you may need to offer on-the-job training or outline a clear promotional path. Be candid with your employees about the skills and behaviors that you want to see in potential leaders and managers.

Commit to providing a learning environment, offer cross-training, and be willing to invest in your employees.

Whether you are frantically looking for good workers or trying to keep the workers you have, you do have options. Maybe you need to upgrade your pay and benefits package or work on company culture. Just remember, it's not always about the money. Be the employer your employees can say is the best place they ever worked. 🌿