



Driving Business to  
Peak Performance!



## MARIELA ROMERO JOINS MASTERMIND CONSULTING NETWORK

MasterMind Consulting Network  
March 2009

### NEW BUSINESS OPPORTUNITIES



Become a participant in the Buy Michigan First Program through the State of Michigan. [Click here](#) to learn more

or contact MCN for guidance.

### 2009 HUMAN RESOURCE & EMPLOYMENT LAW UPDATES



#### 2009 HUMAN RESOURCE & EMPLOYMENT LAW UPDATES

New legislation goes into effect in 1st Quarter 2009 impacting employers of all sizes. In brief:

**FMLA: The Federal Family and Medical Leave Act and Military Leave** effective January 16, 2009 will expand to include military leave coverage requirements.

**ADA - ADAAA: American's With Disabilities Act Amendments Act** effective January 1, 2009 now includes clarifications on the definition of disability, exclusion of consideration of mitigating measures, broadened the scope of "regarded as" disabled, and various additions to the list of major life activities.

**I-9 Reporting:** Employers will be required to begin using the new I-9 Form along with the new rules on acceptable documents used to satisfy the forms requirements on February 2, 2009.

Mariela Romero, Consultant and Certified Business Coach, joins MasterMind Consulting Network (MCN). Romero holds a Degree in Business Management and has a strong background in small business marketing. Her experience spans both the local and international business arenas including Wayne and Washtenaw Counties as well as internationally in Argentina, Paraguay, Brazil and Uruguay.



"Mariela has specialized in coaching business owners, leaders and aspiring entrepreneurs to achieve their goals since 2001 when she and her family relocated to New Jersey from Argentina. She has very notable accomplishments and we're thrilled to have her join us" stated Amy Bergman, Director of Business Development for MCN. Romero plans to assist businesses in all phases of the life cycle of their business from start-up through maturity, with her expansion through MasterMind Consulting Network. Mariela is a member of the Canton Chamber of Commerce and serves on their Education Committee.

Mariela's entrepreneurial accomplishments include owning and managing businesses in property management, wireless services and business coaching. A recent client engagement led to significant results as stated by this business owner "*In just one month of working with Mariela I was able to restructure my business and **add over \$750,000** to my bottom line. Even more important, I am confident that my sessions with Mariela will lead directly to our **more than doubling our sales over the next year!***" Through her program, *Get Clients Now!*<sup>TM</sup>, she has helped numerous service professionals expand their client base.

MasterMind Consulting Network has served over 400 companies with a network of consultants in Michigan and is currently expanding regionally and internationally. For nearly 20 years MCN has worked with businesses identifying, addressing and solving problems in all areas of operations. Since joining the MCN team, Mariela has added international business expertise to the MCN service offerings. For more information, visit [www.mastermindconsult.net](http://www.mastermindconsult.net) or contact Mariela at [mariela@mastermindconsult.net](mailto:mariela@mastermindconsult.net).

**NEW – From the Stimulus Package Legislation:**

**COBRA (ARRA) Coverage Expansion:** effective March 1, 2009 now provides a 65% subsidy of premium payments (paid by the employer and reimbursed upon tax filing), can be applied retroactively to terminated participants from 9/1/08 and extends coverage periods for certain individuals; also requires revised notifications to eligible plan participants and revisions to plan documents.

**CHIPRA:** effective April 1, 2009 has two new special enrollment rights for plan participants and requires disclosure to employees and state agencies.

**HIPAA:** numerous expanded privacy and security requirements which go into effect in varying degrees over the next 12 months.

Now Available – The Human Resource Compliance Audit: This audit service reviews a variety of employer activities to determine if the organization is in compliance with all required federal and state requirements.

Also available are The Human Resource Best Practices Audit and the Human Resource Strategic Audit.

To find out more about the HR Audits available, please contact Amy Bergman, 517-917-5730 or [amy@mastermindconsult.net](mailto:amy@mastermindconsult.net), today.

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