



Nonprofit Guide to Navigating Intermediate Sanctions: Please join us for this valuable seminar sponsored by Sims & Layton and CBIZ

Are you or your board members at risk of personally having to pay penalties to the IRS associated with excessive executive compensation?

Government agencies have recently been stepping up their Intermediate Sanctions enforcement efforts. **In fact, as a result of its Executive Compensation Compliance Initiative, the Internal Revenue Service has assessed over \$21 million in fines to 40 non-profit executives and board members.** This is, on average, over \$0.5 million in fines to each executive or board member. Additionally, the IRS has mailed several thousand Compliance Check letters seeking more information on this matter.

Penalties are typically not covered by Director and Officer Liability policies and **an organization subject to penalties under Intermediate Sanctions may lose its tax exempt status.**

Rona Layton of Sims & Layton, and Ed Rataj, Managing Director of the CBIZ Compensation Consulting Division, will cover important topics in this complimentary seminar, “Nonprofit Guide to Navigating Intermediate Sanctions” being held:

***8:15 to 10 a.m. on March 11, 2010
at the Silicon Valley Capital Club
50 West San Fernando, San Jose, California
Continental breakfast provided***

During the seminar, you will learn about:

- What are Intermediate Sanctions?
- The new Form 990 questions for 501(c)(3) and 501(c)(4) organizations pertaining to efforts made to fulfill the rebuttable presumption standard,
- Steps to meet the rebuttable presumption standard, including action items for alleviating risk by shifting the burden of proof to the IRS,
- Who among your executives and board members are subject to Intermediate Sanctions,
- And much more!

Who should attend:

- Nonprofit executives
- Nonprofit board members

To register for this seminar sponsored by Sims & Layton and CBIZ, or for more information, please contact Sheri McLaney, at (408) 794-3558 or send an e-mail with your contact information to smclaney@cbiz.com.