

INDA's Small Business Newsletter

Covering Issues That Affect You

April 17, 2006

INDA SMALL BUSINESS E-REPORT

Welcome to the INDA Small Business e-Report. This monthly e-publication provides INDA members with insight and advice on operating a successful small business in today's nonwovens industry.

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INDA PARTNERS WITH U.S. CHAMBER FOR SMALL BUSINESS ALLIANCE

With so many of its members fitting the definition of “small businesses,” INDA has partnered with the U.S. Chamber of Commerce to bring a stronger voice to the legislative issues that affect small business. Now through the U.S. Chamber’s Federation Partnership program, small business members of the INDA also receive benefits of membership with the U.S. Chamber.

Through Federation Partnership, small business members receive access to members-only sections of the U.S. Chamber’s online Small Business Center; discounts on products and services; uschamber.com Weekly e-newsletter; the Chamber’s monthly flagship publication, uschamber.com; and other communications that provide action alerts to pressing legislation or policy initiatives.

“So many of our members are smaller companies who could benefit from the expertise and services offered by the U.S. Chamber of Commerce,” says INDA President Rory Holmes. “This is another tool that can help these companies level the playing field against their larger competitors.” This partnership leverages INDA’s relationship with the U.S. Chamber to ensure that the issues that matter most to small businesses stay at the forefront of the nation’s business agenda.

Federation Partnership is provided at no cost to INDA members.

Use your U.S. Chamber member number to access these benefits. If you have not received your U.S. Chamber member number, please contact Misty Ayers at (919) 233-1210 ext. 112; mayers@inda.org with your e-mail address.

TAX TIPS FOR YOUR BUSINESS

It’s April and everyone’s thoughts turn to ... taxes. (By the way, you hopefully sent in your personal tax returns by last week.) For small business, planning for the 2006 tax filings takes place year-round and here are a few tips from American Express Small Business Services on how to keep ahead of the tax curve. (This is for informational purposes only. Check with your IRA tax specialist before you take any action regarding your taxes.)

Spend on improvements. In 2006, businesses can write off a bit more of their equipment expenses, rising for \$105,000 in 2005 to \$108,000 this year. This includes everything from office furniture to telephones and software.

New kind of Roth. Starting this year, investors can choose a Roth 401(k) with a limit of \$15,000. It combines the larger limit of a 401K with the tax advantages of the Roth.

Conserve and save. Under a new federal energy policy, building owners may be eligible for a \$1.0 per square foot tax deduction of the make energy improvements that exceed federal energy guidelines by 50%.

Estate taxes. In 2006, the estate tax exclusion jumps from \$1.5 million to \$2 million through 2008, when it jumps to \$3.5 million in 2009. So don’t die until then.

HOW TO FIND THE RIGHT EMPLOYEE: SIX GREAT INTERVIEW QUESTIONS

Searching for and hiring the right employees is too important to be left to chance. That's why the interview process is darned important, yet too often the interviewer – you -- is not asking the questions of the interviewee that will provide a true picture of that persons abilities and personality. Here, courtesy of San Diego-based human resources consultant Van Thaxton, are Six Great Interview Questions that should help solve that problem.

1. Can you explain that? This makes them go a bit deeper into their pat answers by providing specifics.
2. Can you paint me a picture of your work day? This invites candidates to be a bit creative and provides a peak into how they approach their current job.
3. If your former (present) boss were here right now, what would he or she say about you? Expect more than the standard “strength/weaknesses” answer because the candidate will get a bit more creative in his or her answer.
4. Is there anything you would change about you former company? This will tell you a lot about how the candidate fit at his/her last job and how he/she would fit at your company. Match up what he/she says to your job expectations.
5. If an employee comes to you with sensitive information, what do you do? This should provide you with insight into how they feel about honesty and openness and if they have had experience dealing with sensitive situations.
6. What else do you want to tell me? Gives the candidate to make his/her “sales pitch.”

ICAN BRINGS INDUSTRY TOGETHER IN ONLINE COMMUNITIES

Smaller companies can share their experiences and ask questions of the colleagues in the Small Business section of the new INDA Communication Action Network (ICAN). Already serving as a community of INDA members since its launch over the winter, this unique business tool is designed to facilitate electronic networking among INDA members in the U.S. and around the world.

ICAN is essentially an “industry forum” that allows member companies to ask and answer questions, participate in discussion forums and read and share company and industry news.

In addition to the Small Business community, INDA members can sign up free for any or all of the ICAN email communities:

- ✓ Sourcing
- ✓ Technology
- ✓ Marketing
- ✓ Government Relations
- ✓ International Trade
- ✓ Safety
- ✓ Human Resources

To login, simply go to: <https://imisw.inda.org/iMISCM/source/Security/Site-Logon.cfm>

“INDA’s members are, indeed, a global community and ICAN is able to bring them together electronically through the reach and ease of the Internet,” says INDA President Rory Holmes. “ICAN will help to make our expansive world a little smaller and will allow INDA members to share their ideas, thoughts and concerns with each other.”

INDA MAKES PLANS FOR 2006 CONGRESSIONAL RECEPTION

Ever want the chance to meet face-to-face with your elected representatives in Washington, D.C.? Well then mark May 10 on your calendar and plan to attend INDA’s annual Congressional Reception.

For the fourth year in a row, INDA is hosting a cocktail reception at the U.S. House of Representatives as part of the association’s ongoing Capitol Hill outreach initiative. This year’s reception will be held from 5:30 pm – 7:30 pm on May 10 in room B-338 of the Rayburn House Office Building on Capitol Hill.

Congressional invitations will be extended to offices where members of INDA’s Executive Committee, Board of Directors, and several of our Focused Interest Committee members have facilities. In addition, INDA staff will coordinate “one-on-one” meetings for interested industry members and their Congressional representatives the day after the reception.

If you need additional information or would like to participate in this year’s reception, or the May 11 meetings with the Congressional office, please contact Peter Mayberry (pmayberry@inda.org) or Jessica Franken (jfranken@inda.org), (703) 538-8805.

WELCOME TO NEW INDA MEMBERS

INDA’s membership is once again showing signs of new growth, with small businesses as usual leading the way. Please welcome these new INDA members and visit their websites at <http://www.inda.org/join/members.html> to see what they are all about!

- ✓ Bag Makers Inc.
- ✓ CEREX Advanced Fabrics
- ✓ EAM Corporation
- ✓ GoJo Industries, Inc.
- ✓ M33 Integrated
- ✓ Sateri, Inc.
- ✓ Sigma Technologies International
- ✓ Tecnofiltracion Ltda.

INDA CALENDAR OF EVENTS 2006-07

2006

- ✓ Nonwovens Training Course, May 16-18, 2006, INDA Headquarters, Cary, NC
- ✓ Nonwovens Training Course, August 22-24, 2006, INDA Headquarters, Cary, NC

- ✓ INTC 2006, International Nonwovens Technical Conference, September 25-28, 2006, Hilton Americas – Houston, Houston, Texas
- ✓ Nonwovens Training Course, October 3-5, 2006, INDA Headquarters, Cary, NC
- ✓ Needlepunch 2006 International Conference, October 17-19, 2006, Hilton Charlotte Center City, Charlotte, NC
- ✓ Filtration 2006, International Conference & Expo, November 28-30, 2006, Pennsylvania Convention Center, Philadelphia, PA

2007

- ✓ Annual Meeting 2007 (For INDA Members Only), February 25-27, 2007, Marriott Marco Island Resort, Golf Club & Spa, Marco Island, Florida
- ✓ IDEA 2007, International Conference & Expo, April 24-26, 2007, Miami Beach Convention Center, Miami, FL

To learn more about any meetings, go to www.inda.org

THAT'S ALL, FOLKS

We would love to hear from you. Just email us at [mjacobson@inda.org](mailto:mjacobsen@inda.org) to let us know how you are getting along.

Michael Jacobsen
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INDA Small Business e-Report