

Pennsylvania OnLine Messenger Association

Pennsylvania Licensing Professionals
Service • Quality • Commitment

August 2018
Volume 2, Issue 3

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PAOLMA Newsletter

Published By Al Fazio,
Fazio Tag Service, Inc.

A REQUEST FROM YOUR BOARD OF DIRECTORS

Included in this newsletter is an article from our advocate Robert Taylor. **Things that we as an association predicted have started to occur with the elimination of the registration sticker.**

One prediction was that fewer cars would be registered in 2017. 184,000 fewer registrations were renewed which in turn means fewer customers for the OLM and lost revenue.

How much business have you lost?

The legislature is taking notice and a bill is about to be introduced to provide for a 3-in-1 sticker. The registration sticker provides many valuable benefits to:

The citizens of Pennsylvania, to the Commonwealth itself
To law enforcement agencies
To the Online Community

Let's keep our voice being heard and make your contribution today. Without it the Online Community stands to lose the MOST. We need your HELP now! Please go to the website (www.PAOLMA.com) to make your contribution now.

Your Board of Directors greatly appreciates your consideration.

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Special points of interest

- Building a Winning Team
- Real ID Q & A
- Fuel Decals
- PAOLMA Advocate Update



Building a Winning Team

By Todd Rehrig, A&S Katz, LLC

Building a Winning Team
By Todd Rehrig – A&S Katz

According to the Wall Street Journal, there are currently more job openings than there are unemployed workers. As a business owner, this poses some unique challenges that we haven't faced in many years. Employees can now pick and choose the jobs they want rather than settling for anything just to secure an income. This also means that if a worker is not satisfied with their position, they are more likely to find something else and jump ship. Now more than ever, it is important for employers to understand how to hire good workers and keep them satisfied.

When looking for a new employee, it is critical that you follow a set procedure to maximize the chances that your choices will be the correct ones. An interview alone isn't enough information to make an informed decision, and your chances of hiring and keeping this employee are generally below 50%. By doing things such as assessments or job mirroring, you can increase your odds of a successful hire to 70% or more.

The current job market also means that speed is important. Once you show an interest in a candidate, don't delay the hiring process. Stick to a tight schedule once you begin. You should be able to interview, run assessments and complete any other steps within a week. Longer than this, and the candidate may find something else before you have the chance to bring them onboard. This doesn't mean you should take shortcuts and compromise the system, but you do need to make it efficient.

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- Building a Winning Team
- Real ID Q & A
- Fuel Decals
- PAOLMA Advocate Update

Building a Winning Team- continued

As an owner, you also need to pay attention to the morale of your staff. When jobs are scarce, employees will endure more. But when want ads and job postings are plentiful, any disgruntled employee is almost certainly looking to see if there is something better out there. If you did a good job of hiring the right people, you need to make sure they stay around.

Many owners feel that pay is the biggest factor in keeping employees happy. Surveys and studies show that this is not the case. Job satisfaction, recognition of their performance and adequate staffing and work load usually rank higher than salary. This is great news for owners. It means you don't have to compromise your bottom line to keep a happy team.

There are a lot of resources available to help business owners in keeping a solid team. "1501 Ways to Reward Employees" by Dr. Bob Nelson is a great book. It gives strategies to reward workers, particularly younger ones, and motivate your team to work better without throwing money at the problem. By showing you appreciate their efforts and that their work is important to the success of the company, you'll instill a sense of pride in them. There is nothing better for me than to see an employee doing their work because they want to do it and not because they have to do it.

Patrick Lencioni wrote "The Five Dysfunctions of a Team", another great resource for owners. I personally loved this book. It gives a fictional case study of a new CEO and the strategies she uses to build and motivate a team that was constantly fighting each other and creating strife in the workplace. By understanding the motivations of your staff and what is important to them, you can direct their energy to the items that are important for your team.

In today's job market, it is critical that you hire the proper people and that you stay in touch with your staff. Let them know that you appreciate their work and value their efforts. When their work is not up to your expectations, don't just discipline them, but coach them on how you'd like it done. If you work on maintaining a happy and motivated team, you'll be the employer stealing quality workers from your competition, rather than the business losing them to others.

Get To Know Your Board Members

This Month Featuring Jill Goetz

EG Nota

As told to Jo Naccarato



1. How and when did you get started in this business?

I met my current husband in 1989 and he had just taken over the family business after his father passed away. He asked if I wanted my notary commission and the rest is history.

2. What was your best business decision?

Moving our business to Main Street. We were previously in our

home and 3 blocks off of Main Street and it greatly affected our visibility.

3. What was your worst business decision?

Waiting until 2002 to become a Messenger and 2004 for Online Messenger. We were just full agents up until that time.

4. From your years of experience in the business what would be your advice to other messengers?

Continuing education! Just because you have 30 years experience does not mean you are doing something right or that you know it all.

5. What are your favorite leisure time activities?

I love the beach and the outdoors. My children are now fully grown, so I am discovering all the activities my new life has to offer.

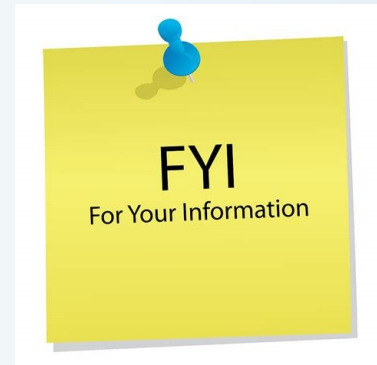
6. What are your goals for this Association?

I want to help the Association in any way I can. I enjoy helping to plan the meetings. I would like to see the membership increase over the next couple of years as well as the participation of current and future members.

Items needed to complete your paperwork at
PA Auto License Brokers 6483 Carlisle Pike
Suite 104

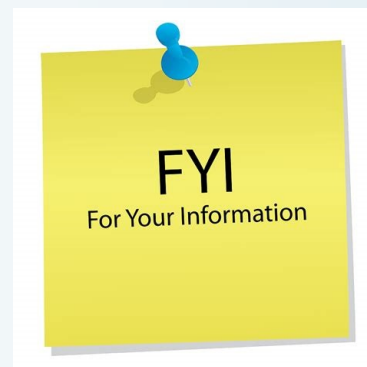
Mechanicsburg PA 17050

Submitted by Jo Naccarato



- TITLE OR MSO
- PROPERLY ASSIGNED TITLE OR MSO
- DRIVERS LICENSE, STATE ID CARD OR MILITARY ID FROM THE SELLER
- DRIVERS LICENSE, PA ID CARD OR MILITARY ID FROM BUYER
- CURRENT MILEAGE ON VEHICLE
- THE VEHICLE SO WE CAN DO A VIN VERIFICATION OR A TRACING OF THE VIN
- AN MV41 VIN VERIFICATION COMPLETED BY AN OUT OF STATE POLICE OFFICER OR MECHANIC
- AN MV 41 VIN VERIFICATION COMPLETED BY A PA INSPECTION MECHANIC
- AN MV41 GVWR WEIGHT VERIFICATION COMPLETED BY A PA INSPECTION MECHANIC
- A WEIGHT SLIP TO VERIFY THE UNLADEN WEIGHT
- PROOF OF PA INSURANCE IN THE FORM OF AN INSURANCE ID CARD, COPY OF THE DECLARATION PAGE OF YOUR INSURANCE POLICY OR A SIGNED BINDER OF INSURANCE IN THE NAME OF THE BUYER
- COPY OF THE WILL IF THE WILL SPECIFICALLY GIVES THE VEHICLE TO A CHILD, SPOUSE OR PARENT
- AN ORIGINAL SHORT CERTIFICATE
- AN ORIGINAL DEATH CERTIFICATE
- ALL ADULT SURVIVING CHILDREN WITH THEIR ID
- A PROPERLY COMPLETED SPECIFIC POA OR GENERAL POA WHICH GIVES YOU AUTHORITY TO BUY OR SELL PROPERTY ON BEHALF OF THE CURRENT OWNER.
- SALES RECEIPT SHOWING PROOF OF SALES TAX PAID IN THIS OR A RECIPROCAL STATE.
- PROOF THAT THE PERSON THAT IS GIFTING THE VEHICLE TO YOU PAID SALES TAX IN A RECIPROCAL STATE WHEN THEY PURCHASED THE VEHICLE.
- PROOF OF PROPERTY TAX PAID ON A MOBILE HOME (TAX LIEN CERTIFICATE ISSUED BY YOUR COUNTY TAX CLAIM BUREAU.
- COPY OF ORIGINAL LOAN AGREEMENT SHOWING YOU SIGNED.
- NAME, ADDRESS, PHONE NUMBER FOR THE LIEN HOLDER AND YOUR ACCOUNT NUMBER TO REQUEST YOUR TITLE.
- PROOF YOU HAVE OWNED THE VEHICLE MORE THAN 6 MONTHS OUT OF STATE
- CERTIFICATE OF SALVAGE
- FORM MV426B COMPLETED BY AN PENNSYLVANIA ENHANCED INSPECTION STATION
- BUYOUT LETTER FROM YOUR INSURANCE COMPANY
- BUYOUT LETTER FROM THE LEASING COMPANY
- OTHER _____

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Courtesy of PAN

CERTIFIED COPIES

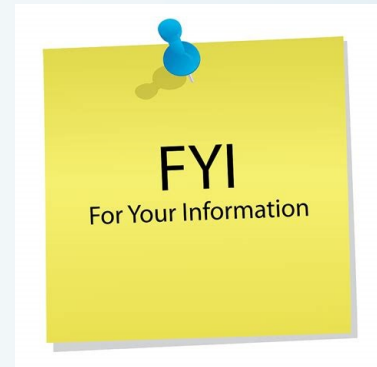
RECORDS FOR WHICH A NOTARY MAY ISSUE A CERTIFIED COPY INCLUDE:

- Public Records
- Drivers' licenses
- Passports
- Leases
- Power of attorney
- Transcripts
- Diplomas
- Contracts
- Bills of sale
- Medical records, consents or waivers

NOTARIES ARE NOT ALLOWED TO MAKE CERTIFIED COPIES OF:

- Birth certificates
- Naturalization certificates
- Documents that are marked "Do Not Copy" or "Illegal to Copy"
- Death certificates
- Copyrighted material

PennDOT Forms



Are you submitting the most current forms to PennDOT?

Motor Vehicle Forms

MV-145	(8-18)
MV-145A	(8-18)
MV-353	(5-18)
MV-359	(5-18)
MV-556F	(5-18)
MV-670	(5-18)
MV-39	(4-18)
MV-141	(4-18)

Driver License Forms

DL-143	(5-18)
DL-54B	(5-18)
DL-80	(5-18)
DL-80CD	(5-18)
DL-80L1	(5-18)
DL-80OP	(5-18)
DL-82	(5-18)
DL-100CD	(6-18)



Q: What is the process when a customer requests two placards?

A: Two placards for one customer is considered two transactions. If the customer does not bring in two original applications, you will need to photocopy the original MV-145A, so you have two copies. Two different WID numbers will be established, one for each placard application

. You will need to submit the following for each:

1. Create customer (first time applicant only) (Do not need to submit anything when creating a customer)
2. Click add placard (first placard number will be established) • WID your BUD with first placard WID number (write first placard number on the BUD) • WID form MV-145A • WID copy of driver license
3. Click add placard (second placard number will be established) • WID your BUD with second placard WID number (write second placard number on the BUD) • WID form MV-145A • WID copy of driver license *The system will give the customer two different placard numbers under once account.

Candi McGee – License and Title Supervisor
AAA East Central



Q &A— Real ID

The Department of Homeland Security (DHS) has granted Pennsylvania a REAL ID enforcement extension through October 10, 2018. Starting Oct. 1, 2020, every U.S. state and territory resident will need to present a REAL ID compliant license/ID, or another acceptable form of ID, for accessing Federal facilities, entering nuclear power plants, and boarding commercial aircraft.

Q: Pennsylvania have been granted an additional REAL ID extension which expires on October 10, 2018, what does that mean?

- PA has an **extension** for REAL ID enforcement, allowing Federal agencies to accept driver's licenses and identification cards from PA at Federal facilities, nuclear power plants and federally regulated commercial aircraft until **October 10, 2018**. States receiving the extensions have until October 10, 2018 to continue work on implementing new, secure licenses.

Q: When will REAL ID driver licenses and photo ID cards be available for Pennsylvania residents?

According to PennDOT, the REAL ID license and ID card will be available in **Spring 2019** to customers who want one. This will allow ample time for customers who want a REAL ID product to get one before the final DHS effective date of October 1, 2020.

Q: Do I have to get a REAL ID in Pennsylvania?

- REAL ID is optional for PA residents. You will be able to get either a REAL ID driver's license or identification card, or a standard driver's license or identification card.

Q: What is the cost of a Pennsylvania driver's license that is REAL ID compliant?

If you do decide to upgrade to a REAL ID, you'll pay a one-time fee of \$30 and a renewal fee (which is currently \$30.50 for a standard, non-commercial driver's license), but the expiration date on your new REAL ID will include any time left on your current product, PLUS another four years. So, if your license is set to expire in October 2020, but you upgrade to a REAL ID in October 2019, your new REAL ID-compliant license won't expire until October 2024.

Q: What should I do to prepare for REAL ID?

- The best thing you can do to prepare for REAL ID is to get your documents together. Federal regulations require that PennDOT must verify the following documents for a customer before issuing a REAL ID-compliant product:
- **Proof of identity** (Original or certified copy of a birth certificate with a raised seal or valid U.S. Passport); proof of Social Security number (Social Security card, cannot be laminated); proof of all legal name changes (Marriage certificate or court order issued by your county's family court); and two proofs of current, physical PA address (examples include a current, unexpired PA license or ID and a no more than 90-day-old bank statement or utility bill with the same name and address)

If you got your first PA license or ID since September 2003, it's possible that PennDOT already has your verified documents on file and you will not need to present them again. If you fall into this category and would like PennDOT to check your record for this documentation, visit PennDOT.gov/REALID and click on "Pre-Verification" icon.

Q: Will my Pennsylvania REAL ID license or photo ID look different?

The visible difference will be that a REAL ID-compliant product will be marked with a **gold star**.

Q. What is the status of New York, Ohio and West Virginia?

New York, Ohio and West Virginia are compliant with the REAL ID Act.

If you already have a passport, you can certainly get a REAL ID, but TSA considers a current passport acceptable identification for boarding an aircraft.

New REAL ID Deadline

Oct. 1, 2020

Department of Homeland Security
Effective January 2, 2015

DL-60RID (2-18)



REAL ID PRE-VERIFICATION FORM

Bureau of Driver Licensing - REAL ID Processing
P.O. Box 68660, Harrisburg, PA 17106-8660

If you received your FIRST Pennsylvania driver's license, learner's permit or photo ID card AFTER September 2003, we may already have your REAL ID documentation on file. If you fall into this category and would like PennDOT to verify that your REAL ID documentation is on file, please complete this form and mail to address listed above. **Please do not take this form to a PennDOT Driver License Center for processing.**

Once PennDOT has received your pre-verification form, you will receive follow-up communication from PennDOT regarding the status of your pre-verification request and whether your documents are on file with the Department. Please note that you are not pre-verified until you have completed either the on-line pre-verification process or have submitted a completed pre-verification form and received confirmation from PennDOT that your documents are on file.

Driver's License, Permit or Photo ID Number	Date of Birth	Sex	Last 4 digits of Social Security Number (SSN)
	Month Day Year		<small>Notes: If you do not see a Social Security ID, enter dashes for the last four digits of the Social Security ID Number you have applied for with PennDOT.</small>
First Name	Middle Name	Last Name(s)	
Address			
Street Address		City	State Zip Code
Please enter your primary email address and/or primary phone number below. PennDOT will contact you about your pre-verification status.			
E-Mail Address (if applicable)			
<small>Not a Under the Current email policy, your information will not be used in a other way than to send us a mail you when.</small>			
Telephone Number (including area code)			

If you have made any changes to your name, gender designation or birth date that are not reflected on your CURRENT driver's license/learner's permit/photo ID card, you are not eligible for pre-verification and must bring your REAL ID documentation to a PennDOT Driver License Center for in-person verification AFTER September 2018. For more information about Pennsylvania's REAL ID program, visit PennDOT.gov/REALID



(Applicant's Signature)

(Date)

All information contained herein is true and correct. I understand that any misstatement of fact is a misdemeanor of the third degree punishable of up to \$2,500 and/or imprisonment up to 1 year (18 Pa. C.S. Section 4904(b)).

Are you receiving customers who are curious about Real ID? Help your customer get through the initial steps with REAL ID Pre-Verification. This will help your customer find out what information, if any, they still need to supply to PennDot to receive a REAL ID. Pre-Verification can be done by visiting PennDot.gov/RealID, or by submitting a DL-60RID form. PennDot centers will be opening soon to begin the intake of documents needed.

Megan Laughman
Runkle's Notary • Tag • Title



Fuel Decals IFTA/PA MCRT

General Information

Motor Vehicles that are designed, used, or maintained for the transportation of persons or property will require Fuel Decals if:

- ☐ GVW or GCW is greater than 26,000 lbs.
- ☐ Three or more axles regardless of weight

**Please note: A recreational vehicle (RV), truck with an attached camper, or a bus used for personal use do not require Fuel Decals.

There are two types of fuel decals available in Pennsylvania - IFTA and PA MCRT.

- ☐ IFTA - Interstate - IFTA decals are for vehicles that are traveling in Pennsylvania and out of state.
- ☐ PA MCRT - Intrastate – AKA non-IFTA decals. These decals are for vehicles that operate only within the state of Pennsylvania.
- ☐ If a carrier only travels outside Pennsylvania once or twice a year, they may want to consider obtaining PA MCRT decals and applying for trip permits when leaving the state.

Applications are located on the Department of Revenue's website. [Click here](#) for forms.

The fee is \$12.00 per decal set.

You will need a copy of the ID of the person signing the application and letter of authorization if account is in a business name for new accounts, renewals, and replacements.

Decals expire yearly on December 31st. New decals may be displayed as of December 1st.

Carriers may operate until February 28th on their previous year's credentials. New credentials must be displayed as of March 1st.

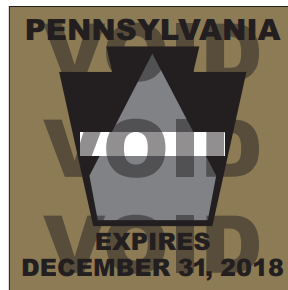
Fuel Decals

Continued...



Examples of Decals and Cab Cards

IFTA



PA MCRT

CAB CARD

REV-1395L (6-1-12) BUREAU OF MOTOR AND ALTERNATIVE FUEL TAXES PO BOX 280646 HARRISBURG PA 17128-0646	pennsylvania DEPARTMENT OF REVENUE 1-800-482-4382
<input type="checkbox"/> Motor Carriers Road Tax Registration Card	THIS IS NOT TRANSFERABLE TO ANY OTHER MOTOR CARRIER
<input type="checkbox"/> International Fuel Tax Agreement (IFTA) License	LICENSE/ACCOUNT NUMBER
	DATE ISSUED EXPIRATION DATE
	FOR BUREAU USE ONLY
	DECAL NUMBERS
<input type="checkbox"/> This PA motor carriers road tax registration card must be carried at all times while operating in PA. It is valid until the expiration date, unless sooner cancelled, suspended or revoked for cause by the Secretary of Revenue.	
<input type="checkbox"/> This IFTA license or a legible copy thereof must be carried in every qualified motor vehicle displaying IFTA decals. The license is valid for operations in all member jurisdictions until the above expiration date, unless sooner cancelled, suspended or revoked for cause by the Secretary of Revenue.	

Renewals

Renewal applications are mailed to the carrier in September of each year.

Carriers **MUST** have their renewal application. There is no generic renewal form for MCRT/IFTA. If they cannot locate their application, please call 717-783-9361 and Motor Fuels will fax one to your office.

Replacements/Additional Decals

IFTA-200S – Application for Additional Motor Carrier Road Tax/IFTA Decals

Fuel Decals

Continued...



New Account

IFTA-200A – Motor Carriers Road Tax/IFTA New Account Registration Application

All new accounts must supply two proofs of address. If the applicant is an individual, their ID would serve as one proof of address.

Examples of other proofs of address are a utility bill, tax filings, vehicle registration, mortgage/lease, business verification from the Dept. of State, HVUT 2290 receipt, ARP cab card, FMCSA Compliance, etc.

Quarterly Fuel Tax Reports

PA MCRT Decals – Not required. Carriers will report on their yearly renewal application.

IFTA Decals – Reports are due quarterly on April 30th, July 31st, October 31st, and January 31st.

The quarterly fuel tax reports are mailed to the carrier thirty days before the due date.

Late reports are subject to a 10% penalty of the tax due or \$50.00, whichever is greater.

Reports must still be filed even if the carrier did not operate during the reporting period

Record Keeping Requirements

Records must be maintained for four years from the due date of the return.

Carriers will need to keep track of mileage and fuel purchases.

Unused Decals/Sold Vehicle's Decals – Decals may not be destroyed or returned to the Department of Revenue. They must be kept with the carrier's files for four years.

From the Desk of Robert Taylor – PAOLMA Advocate

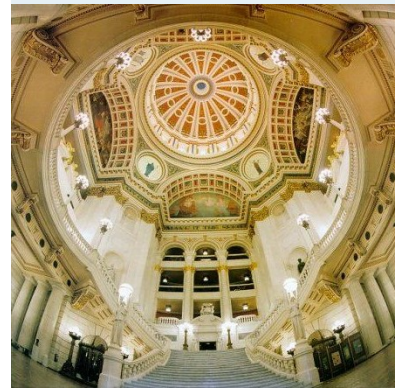
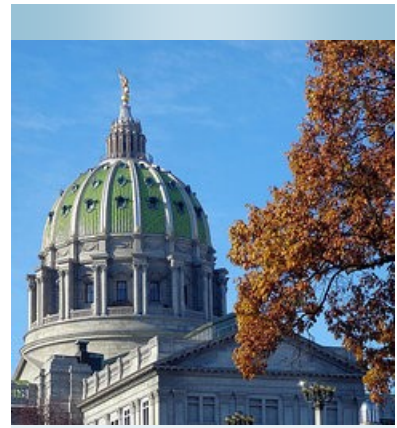
“SELF PRESERVATION is as important as generosity. Because if you don’t preserve yourself, then of course you have nothing to give.”-- M. Wolitzer

Election Year 2018 is upon us, in full throttle, and about to fully consume Harrisburg and cities, towns, villages and all corners of Pennsylvania as the quest for self-preservation among elected officials becomes their highest priority. In November, Pennsylvanians will vote for a Governor, Lt. Governor, a United States Senator, 18 Congresspeople, 25 State Senators, and 203 State Representatives. The Commonwealth will be consumed with candidates discussing issues, raising money, attending county fairs and carnivals, hosting town hall meetings, sending out letters and postcards, and doing radio and television advertisements. Tweeting and Facebook messages will rule the day. For every elected official pursuing re-election...it’s now all about self-preservation!

Before turning their attentions to the Election, Governor Wolf and the General Assembly, in unprecedented civility, passed a general operating budget for Fiscal Year 2018-19 which began on July 1, 2018. The \$32.7 Billion package increases costs by 1.7% over last year without creating or raising any new taxes. In fact, for the first time in many years, money was deposited into the Rainy Day Fund (\$25M) for use in the future. Many prognosticators believe the budget is built to have major increases paid for in future budget years—thus creating much speculation that the 2019-20 budget will require major tax increase and the creation of new taxes to stay in balance. But everyone in Harrisburg will worry about that after the 2018 November elections!

The new budget increases Basic Education funding by \$100 M (\$6.095 B), Special Education by \$15 M (\$1.14 B), and adds \$60 M for Safe Learning Environments (School Safety). Higher education receives a 3% increase and state-owned universities see a 3.3% increase. Increases for nursing home care, state police and law enforcement, agriculture, and tourism were also included. Pennsylvania’s most vulnerable citizens saw more money invested into Medicaid programs and other welfare assistance programs. In an important election year, our elected officials were quite generous to the people of Pennsylvania. We will worry about paying the bill next year!

The Board of Directors of the Pennsylvania On-Line Messengers Association spent much of the Spring educating members of the General Assembly about the significantly large loss of revenues caused by the removal of the registration sticker from all vehicles on January 1, 2017. A drop in revenue of close to \$22 Million year-over-year has caught the attention of many on Capitol Hill, and helped set the stage for the introduction of legislation to create a 3-in-1 sticker to be placed on license plates.



From the Desk of Robert Taylor – continued

State Representative Barry Jozwiak (R-Berks County) worked most of the Spring with stakeholders, PennDOT and closely with the Association, to fashion language which was finalized in late July. He is expected to introduce the legislation in August and has begun recruiting Co-Sponsors to his bill. The Association will be active in the legislative session of September-October educating members of the General Assembly about the bill. As soon as the legislation is assigned a bill number we will forward it to you. We are delighted that Representative Jozwiak conferred with the Association and its Directors so frequently and actively to assure that the language in the bill preserves and strengthens the role of OLM's in the vehicle registration process. It should be an interesting session in the autumn.

The OLM industry has experienced the unpredictability of the election process as we will soon say goodbye to our good friend State Representative Dom Costa (D- Allegheny County). As many of you know, Representative Costa was a vocal and high-profile advocate for the use of registration stickers on the license plates of Pennsylvania vehicles. As a life-long law enforcement official, Dom Costa understood the value and need for the sticker as a safety measure for all motorists. On Primary Election Day in May, Representative Costa was surprisingly defeated by a challenger in his Democratic primary race, and will not represent the Democratic Party on the November ballot. Representative Costa will leave the General Assembly on November 30, 2018. Always enthusiastic, always positive, always committed to the cause, Dom Costa is a gentleman and one who cares about the Commonwealth of Pennsylvania. Whether your issue was registration stickers, health care funding for seniors, or Pre-Kindergarten education funding, Dom Costa set an example of what is the very best about public service. He was an excellent Public Servant and we will miss his support and his smile! His goals as a legislator never included self-preservation and we wish him well as he proceeds into the newest phase of his career and life. Good luck, Dom!





NOPE
NOT
TODAY



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