

Supporting Waldo Community Action Partners 2017

Allen Insurance and Financial has helped Waldo Community Action Partners kick off a fundraising drive to replace the commercial kitchen stove used by the WCAP Head Start program.



The stove, which has been repaired numerous times until it could be repaired no more, is used daily to prepare nutritious meals for almost 50 children and parents. Dan Bookham of Allen Insurance and Financial's business insurance division recently presented a check to WCAP Head Start Director Jessie Francis.

WCAP Head Start serves children ages three to five, four days a week, for 128 days per year. WCAP Head Start offers part-time (four hours a day) and full-times (six hours a day) options depending on the needs of the family. Placement is based on a number of criteria; the primary one is family income. There is no fee for WCAP Head Start programs. More information is online at waldocap.org.

Head Start was created in 1964 to give preschool children a "head start" in formal education. Throughout the decades, Head Start has expanded their services to involve the whole family. Head Start supports families in give different component areas: health, nutrition, education, social services, and parent involvement.

Holly Hill-Coombs Earns ACSR Designation



Holly Hill-
Coombs

Holly Hill-Coombs, an account manager assistant at Allen Insurance and Financial recently achieved the designation of Accredited Customer Service Representative in Commercial Lines from the Independent Insurance Agents & Brokers of America.

Hill-Coombs also holds an ACSR designation in Personal Lines. She works in Allen Insurance and Financial's Special Business Unit in Camden, serving a variety of business customers from around Maine.

The ACSR designation program was developed to recognize the contribution made to each customer by the service they are provided through independent insurance agencies such as Allen Insurance and Financial.

Sarah Ruef-Lindquist Joins Allen Insurance and Financial



Sarah Ruef-
Lindquist, JD,

CTFA

Sarah Ruef-Lindquist of Camden has joined the financial services division of Allen Insurance and Financial.

Her focus on endowment building through planned giving, wealth management and estate planning with special attention to women's planning needs results from her extensive background in non-profit management and fiduciary, legal and financial advisory roles. She will be based at the company's office at 31 Chestnut Street in Camden.

Before joining Allen Insurance and Financial, Ruef-Lindquist spent more than four years as the CEO of the Maine Women's Fund where she expanded grant-making and statewide engagement, and strengthened the Fund's financial future, doubling the fund's assets during her tenure.

A lawyer and former bank trust officer who holds the Certified Trust and Financial Advisor designation, Ruef-Lindquist has also worked with the Maine Community Foundation, Union Trust, Colby College, Pen Bay Healthcare Foundation and Planning for Good, a consulting firm she founded. She is a member of the Board of Trustees at Unity College and a member of the Board of Directors of the Maine Planned Giving Council. She serves as acting chairman of Maine's Permanent Commission on the Status of Women and Girls, to which she was appointed by the former Speaker of the House, Mark Eves.

"The addition of Sarah is a huge plus for Allen Insurance and Financial and for our clients. We're fortunate to have such a seasoned professional join our team," said Mike Pierce, agency president and head of the financial planning division.

Ruef-Lindquist lives in Camden with her husband. Outside of work, you can find her serving as a member of the National Ski Patrol at the Camden Snow Bowl, or tending to her backyard chickens. She is a member of West Bay Rotary.

Dan Bookham Named Company Vice President



Dan Bookham

Allen Insurance and Financial, a financial services, insurance and employee benefits company, has announced that Dan Bookham of Rockland has been appointed a vice president of the corporation by the board of directors.

Bookham joined the company's business insurance division in September 2012 after four years as executive director of the Penobscot Bay Regional Chamber of Commerce. He was named Business Development Director in 2013. As vice president, Bookham will join the corporation's board of directors.

Bookham holds the Accredited Adviser in Insurance designation and is a member of the International Association of Maritime & Port Executives.

In the community, Bookham serves as chairman of the Board of Trustees of the LifeFlight of Maine Foundation, on the boards of the Penobscot Bay YMCA and the New England Ocean Cluster technology incubator, and as a member of America's Edge (a nationwide organization advocating for investment in early childhood development and education).

"This new position is a testament to Dan's ability to get things done with energy and focus. We're pleased to have him in this leadership role at our company and we look forward to the contributions he'll make," said Mike Pierce, president of Allen Insurance and Financial.

Joanne Billington Serves Up Safety Workshop for Cafe Miranda

Safety in the workplace starts with good information, translated into good practice. Recently the management staff at Rockland's Cafe Miranda joined Joanne Billington of Allen Insurance and Financial for a safety workshop designed specially for their workplace.

"This workshop is an example of the kind of attentive service we have come to expect from Joanne," said Kerry Altiero, chef/owner of Cafe Miranda.

Also that day, Joanne delivered Cafe Miranda's dividend check from MEMIC, the cafe's worker's compensation insurer. MEMIC dividend checks are possible because employers have helped prevent workplace injuries and have committed themselves to helping injured employees return to work.



Pictured, from right, are: Kerry Altiero, chef/owner of Cafe Miranda; Joanne Billington, commercial insurance specialist at Allen Insurance and Financial; Tim Schau, operations facilitator; Andrew Hansen, chef manager; and Casey Cale, front of the house manager.

Overtime Rule Blocked by Federal Court

On Nov. 22, a federal judge in Texas issued a preliminary injunction, halting the enforcement of the Department of Labor's (DOL) new overtime rule until further notice. The rule, which was set to take effect on Dec. 1, 2016, would have increased the salary threshold for the "white collar overtime exemptions" to \$47,476 per year.

The judge's ruling gives employers across the country a reprieve from having to raise salaries for exempt employees to the new threshold or pay them overtime. However, an appeal of the ruling is possible. The DOL said in a statement that it was reviewing the court's order and considering any next steps.

ACTION STEPS

Employers should continue to watch for news of developments related to the overtime rule, as some uncertainty remains. Until a final decision is reached in the case, employers can rely on existing overtime exemption rules.

Employers that have already made adjustments to comply with the new rule may find it difficult to reverse any changes. However, employers may decide to postpone any changes that have not yet been made.

The Future of the Overtime Rule

Supporters of the rule remain committed to what they describe as fair increases in the overtime exemption salary threshold. However, the DOL may be facing an uphill battle in implementing changes to the overtime exemptions.

In his written ruling, the judge suggested that he would side with the parties challenging the rule when resolving the case.

He stated that, in issuing the rule, the DOL “exceeds its delegated authority and ignores Congress’s intent by raising the minimum salary threshold such that it supplants the duties test.” However, further steps need to be taken in the court process before the rule is permanently struck down.

Congress may also take action to stop implementation of the rule. In September, the U.S. House of Representatives passed H.R. 6094, which would delay implementation of the final rule until June 1, 2017. The bill would have to be passed by the Senate and approved by the president before it becomes law. President Obama had threatened to veto the bill, but any legislation could fare differently once President-elect Trump takes office.

It is also possible that President-elect Trump could take executive action to block the rule, but it is not clear at this time what approach he would take to change or undo the rule. If the court strikes down the rule, further congressional or executive action may be unnecessary.

Other Issues for Employers

Although the changes to the overtime exemptions may not take effect for some time, if ever, employers must continue to comply with current regulations. In preparing for the rule change, many employers have discovered that employees may have been misclassified, which is an issue that must be addressed to avoid violating the current FLSA regulations.

Via Zywave.

Sunrise Investment Services Recommends Allen Financial and Brian Beaulieu

Forrest Warren, long-time financial advisor at Sunrise Investment Services Inc., of Belfast, is retiring and closing his practice. He is recommending clients move their accounts to Brian Beaulieu, ChFC®, of Allen Insurance and Financial.



Brian
Beaulieu.

“I am recommending a company I feel very strongly about and trust to be the best fit to meet clients’ needs,” said Warren.

Beaulieu is based in the Belfast office of Allen Insurance and Financial and can be reached at 338-0801. Warren and Beaulieu are colleagues and fellow Belfast Rotarians.

Meesha Luce Earns Award of Excellence from Safeco



Meesha Luce of Allen Insurance and Financial has earned the Safeco Insurance Award of Excellence, an honor recognizing

superior underwriting skill that is achieved by a select group of agents across the country who sell Safeco Insurance.

"This award is recognition of Meesha's providing our agency's clients with dedicated, professional service. We are proud to say she is one of Safeco's top agent partners again in 2016," said Michael Pierce, president of Allen Insurance and Financial. Luce has now earned the Award of Excellence for two consecutive years. The award honors outstanding agents who have developed a solid underwriting relationship with Safeco and whose agencies have qualified for the Safeco Insurance Premier Partner Award, the company's top recognition program. Luce is based in the agency's Rockland office.

Luce, a resident of Hope, joined Allen Insurance and Financial in 2006. In 2013 she earned her Accredited Customer Service Representative (ACSR) designation. She has been a member of the Maine Insurance Agents Association Young Agents Committee since 2013.

Allen Insurance and Financial is a multi-year President's Award and Premier Partner agency, recognition given only to the best independent insurance agencies that sell Safeco. Safeco is a Liberty Mutual Insurance company.

**"Be It Known To All:"
Legislative Sentiment
Acknowledges Our 150th**

Anniversary

Allen Insurance and Financial recently received a Legislative Sentiment acknowledging the company's 150th year in business. State Sen. David Miramant of Camden delivered the document to company President Michael Pierce.



Mike Pierce, president of Allen Insurance and Financial, left, with David Miramant, Knox County's State Senator.

"A lot has changed in Camden in 150 years, but some things have stayed the same, including the desire of individuals, families and businesses to buy their insurance from and do their financial planning with someone they know and trust," said Pierce. "Our roots are in Midcoast Maine as a local insurance agency but we have the depth and knowledge that allows us to work with a diverse range of customers in Maine and the U.S. – and around the world. Key to our success has been to always remember that people do business with people – and this plays to our strengths."

The sentiment outlines Allen's history, conversion to an employee-owned company and notes recent awards, including the Governor's Award for Business Excellence and Best Places to Work in Maine.

The sentiment reads: "Be it known to all that we, the members of the Senate and House of Representatives, join in recognizing Allen Insurance and Financial, of Camden, which is celebrating its 150 anniversary in business. The company was organized in 1866 by Wilder W. Perry; in 1902 George E. Allen purchased the business. By 1988 the company had formed the Allen Agency

Employee Stock Ownership Plan, and by 1994 employees owned over 30 percent of the company. In 2012 the company received the Governor's Award for Business Excellence and was named a Best Place to Work in Maine, an honor received in 2013, 2014 and 2015. We extend to everyone At Allen Insurance and Financial our congratulations on this anniversary and offer them our best wishes; And be it ordered that this official expression of sentiment be sent forthwith on behalf of the 127th Legislature and the people of the State of Maine."

Securities and Advisory Services offered through Commonwealth Financial Network®, Member FINRA, SIPC, a Registered Investment Adviser. Fixed Insurance products and services offered through Allen Insurance and Financial, L.S. Robinson Co. or CES Insurance Agency.

Now Endorsed by the American Schooner Association

Allen Insurance and Financial has been named the preferred insurance agency of the American Schooner Association. Chris Richmond of the agency's Camden office is the lead marine insurance specialist working with association members.



Chris
Richmond

"We're pleased to be working with Chris and his colleagues at

Allen Insurance and Financial,” said Paul Brabazon, American Schooner Association Commodore. “They know the risks faced by the people and vessels in our industry. It takes someone who knows both insurance and boats to really take care of our insurance needs.”

The ASA is the second historic sail organization that has endorsed Allen Insurance and Financial. The agency has been the preferred insurance provider of Tall Ships America since 2007.

Allen Insurance and Financial plans to assemble a group of insurance company risk management experts to work with ASA members individually and as a group at ASA conferences.

In addition, Allen Insurance and Financial will offer the following insurance products to ASA members as an ASA officially endorsed insurance agency:

- Hull, P&I and related vessel insurance for U.S. flagged member vessels and members who qualify.
- General business insurance for land-based operations of ASA members.

The American Schooner Association, founded in 1972 and based in Mystic, Conn., fosters, promotes and encourages the enjoyment, traditions, and preservation of schooners by supporting individuals and organizations that are in sympathy with our object, by maintaining a record of these vessels past and present, and by coordinating a program of racing and cruising. Online: amschooner.org