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# Keeping You On Target.

## Focus Early to Save Well in 2017



Beginning early and avoiding distractions are key to reaching savings goals this year. This article suggests tips and attitude adjustments that can help, beginning with treating savings like a bill that must be paid.

[Read more](#) from U.S. News & World Report

## Millions of Workers will Pay More Taxes in 2017 Despite Not Having a Higher Tax Rate

Millions of taxpayers will see a tax increase in 2017: they just won't realize it immediately. That's because the tax increase won't be found with a bump in income tax brackets or a rate increase but a change in the cap on wages subject to Social Security taxes.

[Read more](#) from Forbes

Treating Numbers Like Numbers  
and People Like People



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## Simonson, Others Weigh in on the State of Construction



The construction industry had a positive year in 2016 despite hiring difficulties due to a lack of skilled tradespeople. Ken Simonson, AGC's chief economist, says overall construction this year will likely increase – thanks to residential construction, power plants and office buildings – but the cost of materials is likely to rise.

[Read more](#) from ForConstructionPros.com



## How Companies can Save Big on Utilities



Reducing utility expenses can lead to significant savings for a company, as energy can account for up to one-third of a building's operating costs. This article examines how companies should proceed, beginning with performing an assessment of their current situation.

It's no secret that energy costs vary widely by region. Beyond moving its facility, however, how a commercial tenant gets its energy can also be a major factor in its overall costs.

[Read the full article](#) from CFO.com



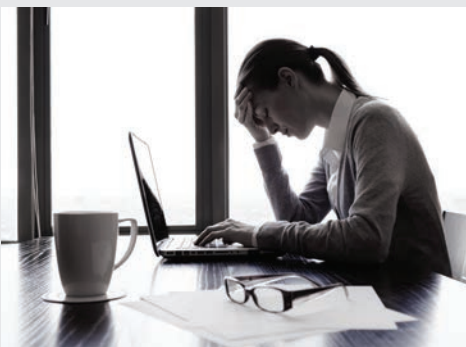
## The High Cost of Incivility in the Workplace

A manager who belittles employees or makes them feel undervalued can create negative consequences in the workplace. Incivility is rising, and organizational costs can include high turnover, decreased workplace performance as an act of retaliation, lack of collaboration among teams and subpar customer experiences.

As the workplace becomes faster-paced, more technologically complex, and culturally diverse, civility matters. Among other things, it helps dampen potential tensions and furthers information sharing and team building.

[Read more](#) from McKinsey Quarterly

## The Right Way to Fire Someone



One of the least enviable tasks managers and business owners have is firing someone. However, chances are that if you supervise people, you're eventually going to have to let some of them go—even good employees.

There are ways to make the worst task for most managers slightly less painful.

[Here](#) are some do's and don'ts from experts.



## 3 "Must-Haves" for Retaining Top Talent

What must accounting firms and other businesses have in place to persuade their best people to stay? This article examines the key factors in ensuring your organization experiences talent gain, not talent drain.

The growing wave of Baby Boomer retirements, the CPA Exam pass rate issues, the high demand for Millennial talent in virtually all industry sectors, the gender gap, and the lure of self-employment are all factors driving firm leaders to work harder than ever to find, attract, engage, and retain talent.

[Click here](#) for more from CPA Insider