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TRANSLATORS ASSOCIATION

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A quarterly publication of the New England Translators Association

22nd Annual
NETA CONFERENCE

2018

DIVERSITY THROUGH language

Saturday, April 28, 2018
8:00am - 6:30pm
UMass Boston

neta UMass BOSTON

Looking Ahead to the 2018 NETA Annual Conference

By Suzanne Owen

Mark your calendars: our 22nd annual event will be held on **Saturday, April 28** at UMass Boston. The deadline for early bird registration is March 15th. Register for the 2018 NETA conference at netaweb.org. Remember to login to get the member rate. In addition, sign up for a pre-conference event, an [evening of Bilingual Readings](#) to take place Friday, April 27. And post-conference, on April 29, Chris Durban will be presenting a master class for translators and interpreters, [Kickstart your business](#).

The theme of the conference is **Diversity Through Language** and the conference will feature **four different tracks: translation, interpreting, auxiliary/technical services and student presentations**.

The varied sessions will offer opportunities to hear speakers address current, industry-relevant topics as well as engage in panel presentations with ample time for questions and discussions.

We are honored to welcome many distinguished speakers, including:



The Keynote Speaker is Aviva Chomsky, author and Professor of History at Salem State University.

Our keynote speaker, author Aviva Chomsky is Professor of History and Coordinator of Latin American, Latino and Caribbean Studies at Salem State University. She was born into a family of scholars who included her father, linguist Noam Chomsky. She states on her Salem State profile page: "Much of my scholarly work can be traced back to the year I spent working for the United Farm Workers union back in 1976-77. I credit that experience with sparking my interest in the Spanish language, in migrant workers and immigration, in labor history, in social movements and labor organizing,

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MA Senate Bill S.619, An Act establishing Medicare for all in Massachusetts

By Savannah Champion

It becomes clearer with each passing day that the Trump administration does not plan to slacken its attacks on the most vulnerable people in our society. Programs that protect our basic rights are being defunded and dismantled. These attacks leave one feeling uncertain about the future in an unexpected way. The only certainty we can count on is that unless some of us fight for these freedoms, all of us risk losing them. In my view, now is the time to defend the rights we have and demand the rights we deserve.

I came to NETA from what could be described as a civic-minded background. Though I studied German and Translation Studies in college, I divided my time between my studies and activities with more of an activist bent. German translation is a passion of mine, but I found myself drawn to social causes, like working as an organizer for a sustainability organization and an internship at the Massachusetts State House. I experienced political lobbying from the outside and from the inside, and I saw the symbiosis between grassroots organizers and the political forces they lobby. Ordinary people who make their voices heard have more political power than they realize.

When I left school, I chose not to pursue work as a translator, a choice I viewed as necessary. I was daunted by the

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drhudick1@gmail.com

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Programs@netaweb.org

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ConferenceInformation@netaweb.org Chair: Elena Langdon

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NETA News

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webmaster@netaweb.org

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To post messages to the Yahoo! Group:

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NETA political "off-topic" Forum

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Membership information NETA accepts individual members only. A one-year membership is \$50. NETA offers a \$30 membership for students of translation and/or interpreting and individuals aged 65 or older. If you need a membership application or have other membership questions, contact: membership@netaweb.org. Subscription to this newsletter is included with your membership.

MA Senate Bill S.619, An Act establishing Medicare for all in Massachusetts

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uncertainty of life as a freelancer, and so I sacrificed passion for practicality. Still, I did not want to lose ties with that community, and so I joined NETA. The more I spoke with other NETA members, the more I saw that this unease about freelance translating was not a concern I bore alone. It became clear that the question of secure and affordable healthcare was a particular flashpoint for certain translators. I realized that this issue, which had hindered my pursuit of a career in translation, could unite us in improving the landscape for interpreters and translators.

In this spirit, I sprung to action, and with a group of like-minded NETA members set about making political lobbying a part of our cause. Matters of policy have serious consequences for us and for our work, but until now political activism has not been a part of NETA's mission statement. We are breaking the mold to fight for issues that impact our jobs in the hopes of creating a brighter future for our profession.

The bill in the Massachusetts legislature that struck me and politically-minded NETA members as relevant to our cause is Bill S.619, a proposal to implement universal healthcare in Massachusetts. A small group of NETA members has coalesced to advocate for this bill. It comes as no surprise that a group of freelance workers supports health coverage that is not dependent on a salaried position. When you face an unpredictable insurance market and costly premiums, the prospect of reliable health insurance strikes close to home.

Our modest coalition of impassioned interpreters and translators has shown support for single-payer, and though our collective experience in political lobbying is negligible, we have made great strides. We have visited seven of our state representatives and

senators and asked them to consider S.619 on NETA's behalf. We have met with the leaders of Mass-Care, the advocacy coalition that spearheads efforts to promote single-payer in Massachusetts. Mass-Care is an umbrella organization composed of many diverse groups united by a common desire for universal healthcare. NETA has made itself an ally to this coalition.

The burden of health insurance as it works under our current system is a threat which brings NETA together. This looming insecurity

about coverage stands in the way of anyone trying to make a living in our field. We can do our part to right this wrong by taking direct political action. The NETA board took the first step in announcing its endorsement of the bill, and the next step falls to the members. If we lobby the Massachusetts Legislature and show them that single-payer is the best option for freelancers like us, we will be fighting for a future where our careers come with the same security as a salaried position. We will be fighting for a more equitable world, where translation is a viable path for someone like me.

If you would like to get involved with the NETA group that has been lobbying for single-payer healthcare, please [email me](#). Even if you cannot contribute further efforts at this time,

we greatly appreciate any messages of support. Knowing that other NETA members are behind us strengthens our resolve in our initiative.

It became clear that the question of secure and affordable healthcare was a particular flashpoint for certain translators. I realized that this issue could unite us in improving the landscape for interpreters and translators.

Links to more information on Senate Bill S.619:

[Mass State Legislature Site](#)

Text of the bill and actions that the legislature has taken on it.

[Healthcare-NOW!](#)

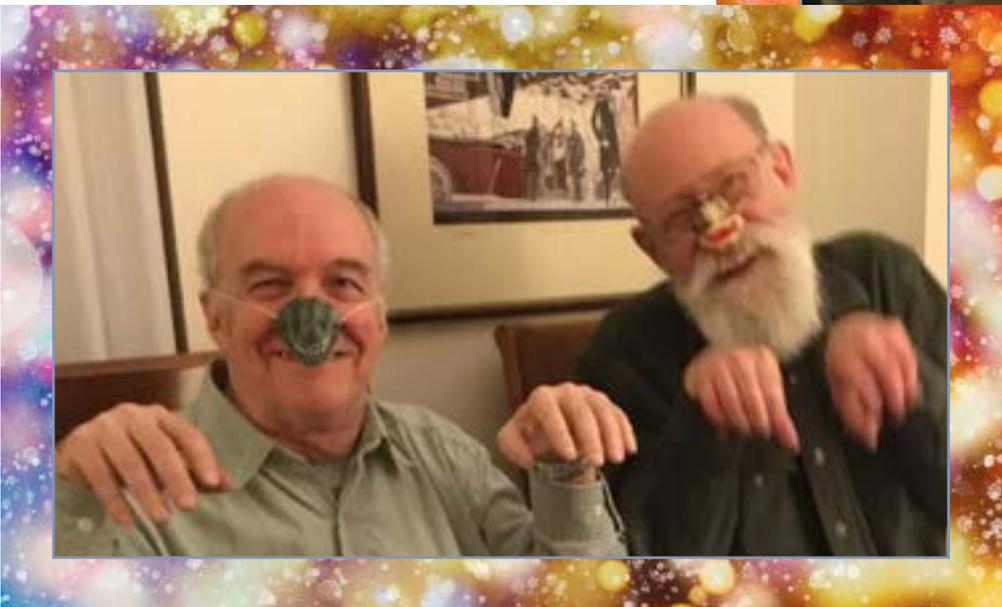
A coalition of non-profits organized to promote a national single-payer health care system.

NETA's held a fun-filled holiday party on December 16, 2017

by Marian Comenetz

No RSVPs. No food sign-ups. And the organizational experiment worked perfectly! A solid number of NETAns made their way to Woburn from as far away as Cape Cod to enjoy holiday cheer at our annual holiday party. As in the past, the food offerings were varied, well-balanced, and plentiful. Conversation flowed smoothly and good spirits prevailed. Many of those present were long-standing NETAns, but a very nice number of "new-ish" and even brand new members joined in, too.

As always, the Yankee swap adds spirit to this event. The variety of items to be unwrapped is considerable, this year ranging from selections of coffees, teas, and chocolates to Spiderman memorabilia, from a turquoise shawl to an Egyptian ornament, from key lime curd and a scones mix to a very large drum. And then there were the rubber dinosaur noses, promptly donned by two well-known NETAns!



Thanks go to Lesley Andrews, who was an ultra gracious hostess in every way, and to her mother, who for the fourth year in a row kindly offered the use of her lovely condo, which is truly an ideal setting for our always-successful event. As in the past, every indication is that a good time was had by all.

Photos taken at the NETA December Party by Marian Comenetz

Looking Ahead to the 2018 NETA Annual Conference

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in multinationals and their workers, in how global economic forces affect individuals, and how people collectively organize for social change.” Among the books she has authored are “They Take Our Jobs And 20 Other Myths on Immigration” (2007) and “How Immigration Became Illegal” (2014). Her presentation at the conference is entitled “A Country of Immigrants? Settler Colonialism, Immigration, and Race in the United States.”

Our Endnote speaker is Chris Durban, a freelance French-to-English translator based in Paris, and the author

of “Translation, Getting it Right,” a short guide for translation buyers, as well as the coauthor of its companion piece “Interpreting, Getting it Right”. Chris publishes chrisdurbanblog.com. She also compiled and edited the acclaimed *The Prosperous Translator*, advice on building a successful translation practice and contributed to *101 Things a Translator Needs to Know*. At the conference, Chris will speak on “**Filthy Lucre: Translators and Money**” and the session will take a head-on approach to this sensitive topic, examining issues that shape our relationship with money. Using hard data and four decades of observing translation markets across many countries, she will help translators address money issues, assess the value of their work and bring a new confidence to dealings with money.



Endnote Speaker Chris Durban, translator, author and speaker, has been active in the translator community for many years.

Steve Sanford has been a court and conference interpreter for 20 years and is currently a full-time employee of the Trial Court of Massachusetts. He has been an instructor in Boston University’s Interpreting Program since 2005. Steve will speak on **Skill-Building Strategies for Interpreters and Interpreter Trainers**. Interpreters and would-be interpreters are often at a loss as to how to improve their skills, and his session therefore aims to cover activities for improving one’s interpreting skills plus free or low-cost resources available for self-training or for teaching interpreting.

Gladys Matthews is an English/French-into-Spanish translator, specializing in legal and education policy translation. She is also an experienced court interpreter, has trained and worked as a medical interpreter and is currently the course director in the Master of Conference Interpreting of Glendon College of York University, Toronto. She will speak on “**Ethics or Professional Conduct?**” Interpreters encounter problematic situations in which the decision options are not clear as to the outcome. Codes of ethics help, but some situations may be multifaceted. This session will address various factors that affect the interpreter’s behavior, including personal beliefs and expectations. It will also describe existing codes of ethics and professional practice, why they exist and the differences between them, and offer opportunities to discuss real-world problematic situations and propose suggestions as to the best course of action.



Gladys Matthews, is a translator as well as a medical and court interpreter. She is also a course director in conference interpreting.

Margarita Bekker, **CoreCHI™**, is Lead Russian Interpreter, Education and Training, at Stanford University Medical Center, and Chair Elect of the Certification Commission for Healthcare Interpreters. Since 2012, she has been a curriculum developer and instructor of healthcare interpreting courses (Russian) for master-level distance learning program at Glendon School of Translation at York University, Toronto. Her presentation, entitled **Demystifying Sight Translation in Healthcare Settings**, will cover various issues arising when an interpreter is to perform sight translations to explain or summarize a document. This skill often occupies an underprivileged position among the interpreter’s skills yet it can be argued to be the most difficult one to master as it requires a balance of interpreting and translation skills, with an added challenge of the variety and complexity of healthcare documents themselves. Attendees will learn to identify elements of equivalency constituting accurate sight translation of a healthcare document and corresponding interpreting sub-skills needed to master this mode.

For all the speakers and sessions, go to NETA's website. As always, the conference will offer many opportunities for networking with colleagues and companies who are interested in meeting and working with translators and interpreters and other freelance language professionals.

Early registration for the conference is now open and **discounted early-bird rates will be available through March 15** online here. Please also NETA’s Facebook page at <https://www.facebook.com/Netaweb/> and the conference Facebook page (available here) for more information and updates as the conference draws closer.

We look forward to seeing you on April 28!

Financial Record-Keeping for Translators and Interpreters — and Taxes! **NETA Monthly Meeting, January 2018**

CPA Irene Wachslar, along with panelists Montserrat Zuckerman, Tapani Ronni, Sandra Henry Alvarez, and Jose Carneiro

By Marian Comenetz

On a better-than-average-weather day in late January, a solid number of attendees gathered to take in a special NETA monthly meeting. We wanted to sponsor an event related to the financial side of things: how might individual translators and interpreters, many of whom are sole owners of small businesses, set up their businesses to begin with and then deal with obligatory record-keeping and tax accounting?

In the course of planning, we learned that the Massachusetts Society of Certified Public Accountants has a speakers bureau. An early inquiry resulted in the invaluable presence of CPA Irene Wachslar. She was followed by a panel of four wonderful NETAns, each of whom agreed to share practices and experiences in this area.

After offering a disclaimer, emphasizing that her talk was for general information purposes only and that attendees should consult their own tax experts for specific advice, Ms. Wachslar showed attendees a fine PowerPoint with a six-point agenda for the talk to follow.

Setting up your company/protecting against identity theft

>There's no need to give your social security number to clients. Instead, after deciding on the business entity of your choice, apply online at www.irs.gov for a federal Employer Identification Number (EIN). Avoid identity theft!

>Keep business and personal bank and credit card statements separate from personal accounts so as to keep track of your income and expenses easily and accurately.

>If you receive W2 forms, you are treated as an employee; if you receive 1099 forms from clients, you are an independent contractor who should be filing Schedule C for taxes and paying both federal and state quarterly estimated taxes; in this case you may deduct certain business expenses.

>There are three basic business entities for individuals: sole proprietorship, single member LLCs, and 100% owner of S-corp; Ms. Wachslar explained the pros and cons of each.

>Massachusetts companies must be very careful to classify translators or interpreters according to three guidelines to determine whether they are considered independent contractors or employees; they will pay treble damages if this is not done properly.

Accounting

>In general, Ms. Wachslar favors a KISS approach: "Keep it stupid and simple."

> Use a software package to keep track of all income and expenses. This can be done on your desktop via Excel or QuickBooks, or online. Pros and cons of various approaches were cited. Before committing to an online package, try it out!

>All accounting packages are able to create invoices; online accounting packages should be able to accept alternate forms of payment (ePay, Square Four, ApplePay, etc.).

>If you're an independent contractor, keep a complete and accurate mileage log that includes the purpose of each trip taken. Consider using a smartphone app for this purpose. And don't say "same as last year."

>Also, keep a work log covering the work you did and the client who hired you; if a client is out of state, or if you work in another state, keep track of the states in question.

>Be sure to keep actual receipts, or copies of them (you can take photos with your smartphone or scan/import/upload receipts into an accounting package). A line on your credit card statement does not qualify as a receipt when the Department of Revenue conducts audits.

Examples of valid expenses

>Advertising, home office, equipment, supplies, and telephone/internet are examples of valid expenses for independent contractors. Ms. Wachslar elaborated on those items.

> Some transactions are subject to sales tax; others are not. Also, sales tax payments may depend on how your product is delivered.

>Sales tax may or may not be due when clients are in other states. The laws governing this change all the time. One case is currently before the Supreme Court.

Income taxes to another state

>If you work a significant amount of time in another state (more than 10%), you should file a tax return there. (This is required if earnings are over

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Financial Record-Keeping for Translators and Interpreters

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\$500,000.) States can follow up years later.

> If your client is based in another state, you may have to pay income taxes to the state where your client lives even if you did all of the work in Massachusetts.

>Some states are far more aggressive than others in this regard. (ex. NY, CA)

>Don't forget to deduct any out-of-state expenses on your Massachusetts tax return.

Impact of new tax law

>Beginning in 2018, itemized deductions disappear for people reporting W2 wages.

>You can no longer deduct entertainment expense. Deductions for business meals expense still are at 50%.

>According to Section 199A, if your qualified business income is less than \$315,000 (married filing jointly) or \$157,500 (filing singly), you may be eligible for a 20% deduction.

>You can carry forward losses indefinitely but can no longer go backwards with loss. Also, you can only claim up to 80% of loss against other income in the current year (used to be 100%).

Ms. Wachsler emphasized that many parts of the new tax law have yet to be filled in with specifics. She has already attended a couple of lengthy training sessions for CPAs and may well attend more. Tax laws are complex, and they are changing. If independent contractors do not feel confident about their business finances, they should definitely consult a professional.

Anyone interested in joining Ms. Wachsler's mailing list may sign up at her website: www.milliecpa.com.

During the second half of this meeting, four NETA panelists shared valuable pointers.

--**Montserrat Zuckerman** knew nothing about how to set up a business at first, so she and a friend asked an attorney to set things up for

them; they decided on an S-corp, for which Errors & Omission (E & O) insurance and workman's comp insurance are required. She also has an EIN #. She is careful to keep business finances and personal finances separate. Montserrat referred to a time when

she wasn't paid for four months, at which point she alluded to posting a complaint on Payment Practices. The payment arrived instantly! Lastly, Montserrat touted MATI's excellent webinars as well as NAJIT's valuable resources.

--**Tapani Ronni** keeps track of business expenses with Quickbooks, which allows him to send professional-looking invoices and reminders. He works with an accountant, too. Tapani prepares reports showing how much time he spends on a given project and how much he earns per hour. Tapani highly

recommends investing in business needs and taking deductions for them. Tapani also urged attendees to attend ATA conferences (for him the financial outlay is recouped almost immediately). Finally, Tapani said certification is extremely beneficial.

--Like Montserrat, initially **Sandra Henry Alvarez** had no idea how to set up a business. She eventually decided on an LLC for protection against being sued; she also has E & O insurance and workman's comp. Having an EIN is free and painless, she said. Sandra keeps careful track of receipts and has a separate business account. At the end of each year, she consults a CPA. Sandra read a book about taxes for freelancers. She only wishes she had heard Ms. Wachsler's talk long ago!

--**Jose Carneiro** has no established business; he works as a consultant and sets aside 25% of what he makes for taxes. Unfortunately, Jose has had four different experiences with scammers, one of which landed him in Judge Judy's court in Los Angeles! He shared five hints that we should all take to heart:

1. Be sure that the English in potential job offers is up to par;
2. check the legitimacy of job offers online;
3. have a purchase order (P.O.), and ask for at least partial advance payment via a legitimate payment method;
4. contact NETA colleagues for references; and
5. get a signed contract before beginning work.

In addition to the in-person attendees, eighteen people attended this meeting remotely.

**Tax laws are complex,
and they are changing. If
independent contractors
do not feel confident about
their business finances, they
should definitely consult a
professional**

A Timeline Of RWS Group Acquisitions

Compiled and annotated by Ken Kronenberg

The translation industry is becoming increasingly consolidated; *Slator*, an industry on-line journal, covered close to [40 mergers and acquisitions in 2017 alone](#). And it readily admits there were others that it did not cover. In my opinion such highly leveraged deals may do the most consequential long-term harm to translators today, because:

1. Agencies are being encouraged to sell to giant corporate entities. To puff up their profit picture and get the best sale price, owners will probably cut translator rates.
2. Because these deals are so highly leveraged, involving both enormous loans and the issuance of stock, the buyer will likely keep rates down to maintain profitability and satisfy bankers and stockholders.

This timeline should serve as an example.

June 18, 2014

CTi: We're Making Some Changes!

Service requests will now be offered to you at a **flat rate**...

In addition, these service requests will be offered to a small group of linguists at one time with an acceptance deadline. The first linguist to commit to the service request will be issued a purchase order... --> PERFORMANCE-BASED REWARDS

Translators working for Corporate Translations (CTi) received an e-mail with that message. For German, for example, billable rates would henceforth be by source word count rather than target word count: a 10% to 15% difference due to the expansion rate. PMS told translators that lower rates were necessary on account of thin margins on massive contracts. But it is equally plausible that the owners were puffing up their bottom line in anticipation of selling the company, something that agency owners are encouraged to do to increase the sale price. Because... about a year and a half later CTi was sold to RWS Group for \$70 million:

November 4, 2015

[RWS Doubles Down on Life Sciences and Acquires CTi for \\$70M](#)

CTi showed \$23 million in revenues in its latest audited financial statement for the 2014 calendar year, with adjusted EBITDA of \$4.8 million. The acquisition is funded by \$25 million worth of internal cash resources and a five-year \$45 million Barclays loan.

It was a good investment:

October 11, 2016

[RWS has patently good year](#)

Shares in RWS Holdings PLC (LON:RWS) shot to a 52-week high as the patent translation and filing specialist trumpeted "**its best year ever**".

Revenues for the year to the end of September are expected to be at least £122m, which represents a significant improvement on the previous year's £95.2m, thanks in part by **11 months**

of contribution from recently acquired Corporate Translations Inc.

Adjusted profit before tax is expected to be not less than £30.5m, up from £22.7m the year before.

In other words, RWS's banner year was based in part on the continued lowered rates paid by its CTi subsidiary. But RWS wasn't finished absorbing other companies.

February 14, 2017

[RWS announces fundraising and acquisition of LUZ](#)

The intellectual property provider, which specialises in patent translations, said it plans to raise gross proceeds of £40m through the placement of 12.1m ordinary shares at 330p each.

The proceeds of the placement will be used to part-fund its **\$82.5m full takeover of San Francisco-based group LUZ**, which supplies translation and localisation services for life science companies.

Adjusted pre-tax profit jumped 35% to £30.6m in the year ended 30 September 2016 as sales rose 28% to £122m, thanks in part by 11 months of contribution from recently acquired **Corporate Translations Inc.**

Shares in RWS rose 4.22% to 352.53p in afternoon trade.

RWS acquired LUZ, and its profits continued to soar. Then, in an article titled

June 20, 2017

[We Would Never Buy TransPerfect, Says RWS Chairman Andrew Brode](#)

The world's most valuable listed language service provider (LSP) delivered another impressive set of results. **Revenues at UK-based patent and life sciences translation provider RWS rose 35%** to GBP 76.6m (USD 97.6m) for the six months ended March 31, 2017, compared to the same period in the prior year.

Gross profits rose from GBP 23.7m to GBP 33.5m. Importantly, RWS also managed to expand gross margins by 20 basis points

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A Timeline Of RWS Group Acquisitions

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from 41.7% to 43.7%. Operating profit adjusted for one-offs and acquisition-related costs rose by 28.4% to GBP 19m.

The bulk of RWS's revenues and profits still derives from its Patent and Commercial Translations UK division. However, with **CTi** and **LUZ** acquisitions, the group has grown the Life Science's share from virtually zero two years ago to nearly a quarter today....

... "We have over 100 internal translators," [Chairman Andrew] Brode said. "**They are our most expensive resources. As NMT [neural machine translation] improves and becomes more commercial we will be turning our internal translators into post-editors.** And so the checkers we use at the moment will be dispensed with."

The final paragraph makes clear the most disturbing potential aspect of the mergers and acquisitions process: the sidelining of translators by LSPs, and their replacement by post-editors. Whether RWS successfully implements this plan or chokes on it is beside the point. They have made their intention clear. This does not mean that there won't be opportunities for translators, but it is a harbinger of things to come: those opportunities will be harder and harder to find. And fewer and fewer translators will find them. **This is a textbook case of how wealth is systematically being funneled to the top, leaving those who do the work with less and less.**

And the march goes on...

October 18, 2017

[RWS to Buy Moravia for USD 320 Million](#)

RWS is leveraging its record high market capitalization to make its biggest acquisition to date by far. The UK-based language service provider (LSP) announced on October 18 the acquisition of Czech-based LSP Moravia for USD 320m. The acquisition will be financed by a GBP 185m (USD 243m) share placement and a USD 160m loan.

RWS says it will operate Moravia as an autonomous division, in the same way it folded LUZ and CTi under the RWS Life Science brand. It appears, the Moravia brand will be kept for now.

Strategically, the acquisition marks a significant departure from RWS' prior focus on so called regulatory verticals. Moravia's core business is in enterprise IT, where the company competes head on with Lionbridge, SDL, and Welocalize.

... and on...

December 6, 2017

[EXTRA: RWS Holdings Posts Record Annual Profit As Acquisitions Deliver](#)

For the year ended September 30, pretax profit at the intellectual property services company grew 35% to GBP33.9 million from GBP25.1 million the year prior as **revenue grew 34% to GBP164.0 million from GBP122.0 million the year before.**

Reported results at the AIM-listed firm were boosted by the effects of its USD82.5 million acquisition of LUZ, a US-based translation firm.

CTi, which RWS said had a challenging year following the renegotiation of several "key" customer contracts, was integrated with LUZ during the year, which is now completed.

At the end of September the company also acquired [Article One Partners LLC](#), which operates an online **crowdsourcing platform**, for USD8.0 million in cash. It is expected to be earnings neutral for its recently started year, having performed in line since acquisition.

[Here is how AOP works.](#)

In this crowd-sourcing model, it appears that the "thousands of Researchers" compete against each other for the "Study Winner," determined by the client. Runners-up get just enough to keep them coming back ("Study Rewards").

... and on...

January 11, 2018

[Moravia Names New CEO, Achieves Record Revenue](#)

And finally this from RWS Group's subsidiary Corporate Translations Inc.:

January 29, 2018

We will be offering two payment options:

- Net 45: Payment will be made 45 days from date of completion of work. This will be the default option unless you opt into an expedited payment option, which is offered at 2% 15 Net 45. The 2% will be calculated off of the total amount of the Purchase Order.

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A Timeline Of RWS Group Acquisitions

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- 2% Net 15: The 2% will be calculated off of the total amount of the Purchase Order. To opt into this discounted payment option, please complete this [Payment Authorization Form] and submit it to lifesciences.ap@rws.com

We have now come full-circle. Back in the day, CTi used to pay 30 days net like clockwork. But having achieved record profits with the help of its subsidiary, RWS nonetheless feels a need to squeeze another 2% from the already lowered pay of translators who want the money they earned in a timely manner.

Postscript

In 2012, well before they sold CTi, its owners, Mary and Ted Gawlicki, founded the Gawlicki Family Foundation. In May 2017 the Foundation awarded a [\\$1 million grant](#) to Kent State's Institute for Applied Linguistics to set up a distance learning program, focusing on "translation research skills and computer-assisted translation tools." In the United States, such foundations have been a legal way to shelter money from taxation and to influence policy, especially since the second half of the last century.

Interestingly, on a page titled [Fostering Change in Education](#), the Foundation states the following:

The inability of our educational systems to keep current with today's work skill needs is a major reason for the increasing inequality between the suitably and the unsuitably educated in America. We consider income inequality in this country to be a problem that demands a solution.

Our charitable foundation wants to see **an end to income inequality** that results when students are not ready to work when they leave school. By providing educational program funding at many levels, we work to foster creative change that closes that gap.

But this is a complete redefinition of "income inequality." The vast income inequality that we are experiencing now does not stem from students not being ready to work when they leave school. For the real reason, look no further than a political and economic system that encourages massive corporate profits and \$70 million payouts, while translators are asked to work for less.

Kenneth Kronenberg
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Professional Outreach

NETA member Alice West recently spoke about the translation profession with students of [Found in Translation](#), a non-profit based in Boston. Maria Vertkin launched Found in Translation in 2011 with seed funding provided by the Kip Tiernan Social Justice Fellowship, an initiative of [Rosie's Place](#). Their mission is

- To help homeless and low-income multilingual women to achieve economic security through the use of their language skills, and
- To reduce ethnic, racial, and linguistic disparities in health care by unleashing bilingual talent into the workforce.

NETA member Lesley Andrews traveled to a high school in Woonsocket, RI to talk with high school students about the language profession. The high school had asked the American Translators Association for a speaker and, in turn, Meghan McCallum of the ATA contacted NETA.

Are you an ATA-certified translator? Each full hour of school outreach presentation time earns two ATA Continuing Education (CE) points. For more information about the ATA's school outreach program, go to the ATA's [website](#).

Calling all NETA Published Translators and/or Authors

Come showcase YOUR published work in our NETA retrospective at the upcoming conference.

At last year's annual conference, for the third time NETA sponsored a table where our association's published translators and/or authors displayed their works. Entitled a "A Retrospective of NETAn's Work and Works by Conference Speakers", it covered just shy of 30 publications translated/ authored by 7 NETA members, 2 conference speakers and 1 student panel moderator.

Due to its popularity, the 2018 conference committee decided to have the book table again this year. All NETA members are invited to display their publications at the conference on April 28.

Don't miss the opportunity to participate in our book exhibit! Please contact [Milena Vitali-Charewicz](#) to submit the names of your titles or for further details.

NETA Board Meeting Minutes, January 29, 2018

By Erika Schulz

Board members attending: Lesley Andrews, Maiyim Baron, Diego Mansilla, Antje Ruppert (remotely), Rokhaya Smith, Erika Schulz, Alice Wolfe

Also attending: Diana Rhudick

Treasurer's Report

Crystal Zhong, Treasurer

Treasurer's quarterly, donations, and Conference needs. The Treasurer's Report for September '17-November '17 (1st Quarter 2018) was discussed. The Board approved transferring funds to allow the Conference Committee (Conf-Com) to proceed with conference plans and needs. It was clarified that since NETA is a 501(c) 6 non-profit organization, we cannot accept donations. Thus, the Conf-Com should choose a charity so that silent auction winners can issue checks directly to the chosen charity. Given last year's experience, Wild Apricot will be used as the source for tracking income from conference registrations and PayPal will be considered for reference only.

Elections

Since a new election term is approaching, board members were reminded of procedures and a new call for candidates. Board members up for re-election are Maiyim Baron, Diego Mansilla, and Antje Ruppert, who are willing to run for another period. All prospective candidates should provide bios, candidacy statement, and a photo by March 15, 2018. According to NETA's bylaws, elections should take place in May. While electronic voting will be made available earlier and paper ballots will also be available on the conference day, April 28, the official voting date was set to be May 6. May 3 will be the last day for online voting, and votes will be tallied after May 6. Diana will create the ballots and Lesley will create the online version.

Membership Report

Antje Ruppert, Membership

To this date, there are 261 members, 1 is pending and 1 member had just lapsed. It was mentioned that there are some NETA members spread across the U.S. and all around the world. It was noted that there were new member registrations taking place after the

presentation for Found in Translation. Also, Antje was able to make progress on the membership procedures document and is working on the screenshots to illustrate it. She is also updating the semi-annual membership list following up on lapsed memberships and later expunge outdated ones.

NETA's Professional Outreach

The presentation for Kelly Lynch (of Found in Translation) was delivered on December 14 by Lesley and Alice. At the ATA's request, Lesley also had a chat with students of a high school in Woonsocket, RI, and spoke about the T & I profession. Diego is scheduled to share NETA's information in February at a local high school.

Monthly Meetings

Monthly meetings are scheduled for the remainder of the year. Lesley is archiving video presentations and posting them on Vimeo under her sponsorship. These videos should be kept private and available to members only. There might be a need to consider other video archiving options in the future.

2018 Conference

Elena Langdon opened online registration. She also started to call sponsors to post on the website. Diego to share JPEG image for registration. There might be interest in recording conference presentations. Diego and Erika to check for estimates for professional video recording services. Fees and expenses for conference speakers and presenters were discussed and clarified. Credit card use has been solved and onsite credit card payment will be available. The conference booklet will have fewer pages and the schedule will be laid out on one page. Estimates for printing it will be requested. Language signs will be available for Language Tables. The ConfCom had a meeting and is looking for panelists for the "Getting Started" panel on translation. We are delighted to have speakers Aviva Chomsky and Chris Durban this year.

Ilse Andrews Service Award

The board started to consider prospective recipients of the award.

Medicare for All

The board discussed the fact that many interpreters and translators who freelance might be affected by high health care costs, and how they could benefit from the Single-Payer system. Thus, the board welcomes all efforts to share information about this universal health care topic and will support any call for volunteers. On this note, Ken Kronenberg was unanimously appointed to lead NETA's Single-Payer Subcommittee. Congratulations!

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NETA Board Meeting Minutes, January 29, 2018

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NETA Yahoo Group

After considering options for the NETA Yahoo Group, it was decided to keep the discussion group within the current Yahoo environment.

Housekeeping Topics

Erika to take notes for minutes. Board members to check on possible new locations to hold board meetings. Planning to have next board meeting on or about March 24, 2018.

Topics for future agenda

- Organization of professional webinars
- Elena to write blog on WordPress for NETA
- Social media presence
- Mentoring
- Potential response to rate reductions



Four NETAns create and lead ATA Certification Exam Prep Workshops

In a pilot ATA training program, two sold-out workshops were given on January 20, 2018 at UMass Boston. People came from as far away as Venezuela, Seattle, Miami and Houston to attend the trainings.

All four workshop leaders are Graders of ATA certification tests. Session I from 9 am to noon was preparation for the ATA English>Spanish Certification Exam. Rudy Heller and Diego Mansilla were the leaders. Session II from 2 to 5 pm was preparation for an ATA Into-English Certification Exam (not language specific). Andy Klatt and Bruce Popp led that session.

Each workshop was limited to 25 participants in order to ensure the individual attention needed for an optimal learning experience. By all accounts the workshops were very well received by the participants and considered to be well worth the registration fee. Many people attended both sessions. The ATA is planning to do more of these types of workshops in the future.

Beware of scammers!

By Diana Rhudick

Every industry has scammers eager to separate you from your money. If you get an email asking for your translation or interpreting services, watch for these warning signs of a scam:

- 1) Poorly written English and spelling mistakes
- 2) No mention of where the sender found your name
- 3) No mailing address, phone number, or website listed
- 4) No mention of which language combination is needed (!)

In addition, if you quote on a job, and you receive a check for more than the quoted amount, that check is almost guaranteed to be fraudulent. More ways to protect yourself:

- 1) If you are suspicious, ask other Netans on our discussion list if they've gotten the same email.
- 2) Check the [Translator Scammers Directory](#) for the sender's name,
- 3) Check the sender's payment history on translator sites like [paymentpractices.net](#), [translatorscafe.com](#) (Hall of Fame & Shame), or [proz.com](#) (Blue Board).
- 4) Cultivate skepticism. If it sounds too good to be true, it most likely is.

For more on scams, see an archived [ATA Chronicle article](#) from October 2014 by Carola Berger.