



**INSTITUTE FOR APPLIED MANAGEMENT & LAW, INC.**

The Professional's Choice in Training Since 1979

# 2017 EMPLOYMENT LAW UPDATES

## UP-TO-THE-MINUTE COVERAGE OF VITAL EMPLOYMENT LAW DEVELOPMENTS

**IAML's Advanced Certificate In Employment Law<sup>SM</sup> Conferences**

**Austin**

January 23-24

**Las Vegas**

April 3-4

**Orlando**

October 23-24

**Washington, D.C.**

May 22-23

**"I love attending this conference. It gives me the chance to talk with old friends, meet new ones and obtain excellent information that I can use every day on the job."**

Stephanie Bouknight

Labor and Employee Relations Manager

King Soopers, Inc.

Denver, Colorado

Coverage of new developments, advanced issues and best practices policies – presented by national experts. Dynamic analysis and innovative discussions of:

- A New President and a New (Sort Of) Congress: What Will It Mean for the American Workforce in 2017 and Beyond? EEOC, NLRB, OSHA, Department of Labor, Judicial Appointments, Executive Orders, Affirmative Action, New Legislation... and more.
- Is There No End in Sight? The Government's War Against Contractors and Exempt Status Rages On.
- Social Media: A Curse, a Blessing, or Both, for Employers?
- The NLRB: What Will They Do Next? An old show business saying is, "You ain't seen nothin' yet!" We will cover the Board's Nutty 2016 Decisions and What's in Store for 2017.
- What is The Biggest Mistake Employers Make? It's Not What You Think.
- Latest Developments under FMLA, ADA/ Reasonable Accommodation, Retaliation, Age Discrimination, and Harassment.





**INSTITUTE FOR APPLIED MANAGEMENT & LAW, Inc.**

450 Newport Center Drive, Suite 390  
Newport Beach, CA 92660  
Telephone: (949) 760-1700  
Facsimile: (949) 760-8192

[www.IAAML.com](http://www.IAAML.com)

Dear Colleague:

IAML's Annual Employment Law Updates have enjoyed an extraordinary reputation for delivering value. Participants rave about IAML's "all star" faculty, up-to-the-minute information, and a collegial atmosphere that fosters sharing of ideas and experiences among participants. Participants rave about IAML's "all star" faculty, up-to-the-minute current information, and the collegial atmosphere. These Conferences are the perfect opportunity to "hear the latest from the brightest."

The Conferences are presented by Raymond M. Deeny and John F. Wymer, III. Charismatic and highly experienced instructors, their insight, wit and energy assure you of a memorable, exceptionally valuable experience.

Our participants express it best...they say these Conferences are "great," "worthwhile" and "the best in the business." IAML is so sure you'll agree, we guarantee your satisfaction.

Sincerely yours,

Eric E. Jackson  
President

P.S. Please note that this program is approved for HRCI, SHRM and CLE credit. Please call IAML for more information at 949-760-1700.



Prominent employment law attorneys Raymond M. Deeny (Partner in Sherman & Howard) left, John F. Wymer, III (Partner in Sherman & Howard), and Gavin S. Appleby (Partner in Littler Mendelson) are featured at these popular Advanced Conferences.

**"The use of actual cases was extremely helpful in conveying the current laws and the wide open interpretations of the laws. All skillfully done and interesting."**

Tonimarie Nazzario  
Senior Human Resources Director  
Center City District  
Philadelphia, Pennsylvania

**"The program was very informative, the conversation and informal interaction with other participants was very useful. John was awesome with his delivery of the material and made every effort to address questions and topics that we raised."**

Charlotte Witt  
Sr. Employee Relations Specialist  
Christiana Care Health System  
Newark, Delaware

**"Really enjoyed Ray's presentation; particularly the way he shared his viewpoint when describing today's labor and employment law environment!"**

Bill Davidson  
Senior Ethics Investigator/  
Coordinator  
Georgia Power Co.  
Atlanta, Georgia

**"All topics were relevant. I enjoyed the update, well done!"**

Sue Walder  
Senior Director, Human Resources  
Vista Outdoor Operations LLC  
Anoka, Minnesota

This 2-day conference has been approved for 13.00 (HR) credit hours towards PHR and SPHR recertification through the HR Certification Institute. The use of this seal is not an endorsement by HR Certification Institute of the quality of the program. It means that this seminar has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

The Institute for Applied Management & Law, Inc. is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP<sup>SM</sup> or SHRM-SCP<sup>SM</sup>. Earn 13 PDCs by attending this 2 day conference.

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# Annual Update Presenters

The presenters for the Annual Update Conference are nationally renowned attorneys who have exceptional legal backgrounds, extensive practical experience and a demonstrated ability to teach in a dynamic and interesting manner. They enjoy tremendous popularity among past participants in IAML seminars, especially previous ADVANCED Conference participants.

## Mr. Gavin S. Appleby



is well known for his enthusiastic, informative and practical presentations. He received his B.A. degree from West Virginia Wesleyan College magna cum laude and his J.D. degree from the University of Virginia. For more than ten years, Mr. Appleby has been a Block Leader for IAML's Certificate in Employee Relations Law seminars and has presented many in-house training programs. In addition, he is the principal presenter at IAML's highly-rated, 2½ day Certificate in Making Employment Workplace Decisions<sup>SM</sup> Workshop. Mr Appleby is a partner in the law firm of Littler Mendelson, P.C.

## Mr. Raymond M. Deeny's



engaging sense of humor and savvy insights are the perfect ingredients for an effective and enjoyable learning experience.

Mr. Deeny earned a B.A., magna cum laude, and J.D., cum laude, from Arizona State University.

Mr. Deeny is a Block Leader for IAML's Certificate in Employee Relations Law Seminars and is featured in IAML's DVD's. He is a partner in the law firm of Sherman and Howard.

## Mr. John F. Wymer, III



has extraordinary teaching skills, a witty delivery style, and the legal knowledge and insights to make his presentations interesting as well as entertaining. He received his B.A. from the University of Alabama and his J.D. from the University of Virginia.

Mr. Wymer is featured in IAML's training DVD's and Certificate in Employee Relations Law Seminars. Mr. Wymer has been listed in the publication Best Lawyers in America in the areas of Labor and Employment Law. He is a partner in the law firm of Sherman and Howard.

**"One of the best programs I've been to! Ray has a great sense of humor. Knowledge base of attendees was great and learned a lot from that interaction as well."**

Kris Ellis, SPHR, SHRM-SCP  
Sr. Human Resources Generalist  
InPro Corporation  
Muskego, Wisconsin

**"As always, a great conference. John and Ray were their usual – entertaining and informative."**

Roy Thrash, JD  
Chief Counsel,  
Labor and Employment  
International Paper  
Memphis, Tennessee

**"I would like to thank John Wymer and the IAML team for providing a first class experience. The content and interaction was excellent."**

Mike Reinert  
Vice President and Chief HR Officer  
Sparrow Health System  
Lansing, Michigan

**"Really enjoyed the conference. It was very informative, I walked away with more than I came with!"**

Tasha Moore-Wright, PHR,  
SHRM-CP, CIR  
Payroll Manager  
Christiana Care Health System  
Newark, Delaware



## Distinctive Certificate

Participants earn the Advanced Certificate in Employment Law. This Certificate signifies your commitment to the highest standards of professionalism and continuing education, and will complement your other credentials.

## Who Should Attend

The ADVANCED Conferences will be beneficial to participants who have a good foundation of knowledge in employment law and need an update on recent significant developments. This program will be especially worthwhile for previous participants in IAML's Seminars and other experienced human resource professionals and attorneys.

# 2017 Employment Law Update – 36<sup>th</sup> Annual Advanced Conference Topics

- A New President and a New (Sort Of) Congress: What Will It Mean for the American Workforce in 2017 and Beyond? EEOC, NLRB, OSHA, Department of Labor, Judicial Appointments, Executive Orders, Affirmative Action, New Legislation... and more.
- Is There No End in Sight? The Government's War Against Contractors and Exempt Status Rages On.
- Social Media: A Curse, a Blessing, or Both, for Employers?
- The NLRB: What Will They Do Next? An old show business saying is, "You ain't seen nothin' yet!" We will cover the Board's Nutty 2016 Decisions and What's in Store for 2017.
- What is The Biggest Mistake Employers Make? It's Not What You Think.
- Latest Developments under FMLA, ADA/ Reasonable Accommodation, Retaliation, Age Discrimination, and Harassment.

\*PLEASE NOTE: Because of the dynamic changes taking place in employment law, IAML will make every effort to ensure that the program content presented is timely and includes all new significant developments in the area of employment law. Therefore, we reserve the right to modify the curriculum when such changes are deemed beneficial.

## IAML's 33-Title Employment Law DVD Training Series



John F. Wymer, III, left, and Raymond M. Deeny (Partners in Sherman & Howard) on the production set.

IAML offers a 33 title Employment Law DVD Training Series that includes DVD's on Sexual Harassment, ADA, FMLA, and DVD's on **How to Give Your Best Deposition or Testimony, Workplace Retaliation, and How to Handle Electronically Stored Information.**

All of these DVD training programs were written and presented by Raymond M. Deeny and John F. Wymer, III. They are widely recognized as among the nation's finest employment law attorneys...and they know how and what to teach human resource professionals,

supervisors, managers and attorneys. Their previous IAML DVD training programs are being used by thousands of organizations.

For a limited time you may purchase the complete set of thirty three (33) titles for only \$2,795.00, plus shipping, and sales tax if applicable. Individual titles may be purchased for \$245.00, plus shipping, and sales tax if applicable, per title. For a complete listing of each DVD in the series visit our website at [www.iaml.com](http://www.iaml.com) or call IAML to receive a detailed brochure.

Place your order today by calling IAML at (949) 760-1700...you'll receive a 10-day money back guarantee (except for S&H). Free previews are also available. Please call IAML for details. These DVD's will help you and your company operate more efficiently, with reduced risk and cost of litigation.

Licensing Options: Call to receive a quote on purchasing a license to transfer these DVD's onto your internal network LMS, bringing your costs down considerably to provide consistent and accurate training to all your supervisors and managers.

# 2017 Employment Law Update – 36<sup>th</sup> Annual Advanced Conference

## Austin, Texas • January 23-24, 2017 (8:00 am – 4:00 pm)

Hilton Garden Inn Austin Downtown/Convention Center • (512) 480-8181

John F. Wymer, Esq., Partner, Sherman & Howard



Enjoy Texas hospitality at the Hilton Garden Inn Austin Downtown, blocks from 6th Street, Warehouse Entertainment District, the University of Texas and seven miles from Austin-Bergstrom International Airport. All guest rooms feature Serta Perfect Sleeper beds, 42-inch TVs, refrigerators, microwaves and coffeemakers. Basic WiFi access is complimentary. The hotel also has a complimentary 24-hour fitness center. Known as the 'Live Music Capital of the World,' Austin

offers an abundance of shopping, restaurants and nightlife.

## Las Vegas, Nevada • April 3-4, 2017 (8:00 am – 4:00 pm)

Harrah's Las Vegas • (702) 369-5000

Raymond M. Deeny, Esq., Partner, Sherman & Howard



Located at the very center of the famous Las Vegas Strip, Harrah's promises a friendly and welcoming atmosphere where your every need is given priority status by an experienced and caring staff dedicated to making your stay in Las Vegas memorable. The sumptuous comforts of a full-service resort and the convenience and connectivity of the office come together in 2,500 well-appointed guest rooms and suites. Harrah's features seven outstanding restaurants, a sparkling outdoor

pool, a luxurious spa, state-of-the-art health club, a unique variety of retail options, and, of course, entertainment. Harrah's also has a monorail station located on site that provides easy access to other resorts along the Strip.

## Washington, D.C. • May 22-23, 2017 (8:00 am – 4:00 pm)

Hyatt Regency Crystal City • (703) 418-1234

John F. Wymer, Esq., Partner, Sherman & Howard



Relax in the heart of it all at Hyatt Regency Crystal City. The hotel is perfectly positioned for easy access to Virginia and the entire DC-metro area. Enjoy a complimentary shuttle to the airport and easy access to Metro transportation. Within minutes, you can be exploring the nation's best monuments and museums. Prefer to stay local? Arlington has plenty of attractions, including luxury shopping and dining in Clarendon, the historic Arlington Cemetery or hiking in nearby Great Falls Park.

Within the spectacularly updated Hyatt Regency Crystal City, you'll enjoy the perfect combination of luxury and convenience.

## Orlando, Florida • October 23-24, 2017 (8:00 am – 4:00 pm)

Buena Vista Palace • (407) 827-2727

John F. Wymer, III., Esq., Partner, Sherman & Howard



Buena Vista Palace, an official Walt Disney World Resort, is a contemporary haven offering luxurious accommodations, a majestic lobby and unsurpassed hospitality. Guests enjoy complimentary transportation to the Walt Disney World Theme Parks. Plus, park tickets are never a problem. Admission is guaranteed for Buena Vista Palace guests, even if the parks are full. Guest rooms are stylishly appointed and feature 32" HDTV, a mini-refrigerator and high-speed

and wireless internet access. The hotel features a 10,000 square-foot spa, three heated swimming pools, Jacuzzi and sauna, and several restaurants and lounges.

## Partial List of Recent Participating Organizations

Aerospace Corporation (The)  
Aflac  
Aircraft Service International Group  
Alcon Laboratories  
America Online, Inc.  
American Express  
American Family Insurance  
American Honda Motor Co.  
Amylin Pharmaceuticals, Inc.  
Anadarko Petroleum Corp.  
ArvinMeritor, Inc.  
Bacardi U.S.A.  
Baptist Health Care Corp.  
Bar-S Foods  
Barrick Gold of North America, Inc.  
Battelle Energy Alliance  
Bausch & Lomb, Inc.  
Bechtel Corporation  
BIC Graphic USA  
Big Lots, Inc.  
Briggs & Stratton Corporation  
Carlisle FoodService Products  
Cash America International, Inc.  
Ceridian Corporation  
Cerner Corporation  
CH2M HILL Companies, Ltd.  
Christiana Care Health System  
Cintas Corporation  
City of Las Vegas  
City of Overland Park  
Clorox Company  
Coca-Cola Enterprises Inc.  
Comcast Cable Communications  
Constant Care Management Co.  
Continental Tire North America, Inc.  
Cooper-Standard Automotive, Inc.  
County of Broward  
County of Salt Lake  
County of Weber  
Cracker Barrel Old Country Store, Inc.  
Dakota State University  
Darden Restaurants, Inc.  
Direct General Corporation  
Dow Corning Corporation  
eBay Inc.  
Edward Hospital & Health Services  
Erlanger Health System  
Excellus BlueCross BlueShield  
Fairchild Imaging, Inc.  
Federal Emergency Management Agency  
Federal Express  
Federal Reserve Bank, Dallas  
Feed the Children  
Fingerhut Direct Marketing  
First Data Corporation  
First Solar, Inc.  
Frost Bank  
GEICO Corporation  
General Dynamics  
General Motors Corporation  
Georgia Power Co.  
Giant Food Stores Inc.  
Gilead Sciences, Inc.  
GlaxoSmithKline  
Gulfstream Aerospace Corp.  
Harvard University  
Henry Schein, Inc.  
Herman Miller, Inc.  
Highmark, Inc.  
Hill's Pet Nutrition  
Hillenbrand Industries  
Home Depot, Inc.  
Ingram Industries Inc.  
Intermountain Healthcare  
International Paper  
ITT Industries Inc.  
J.R. Simplot Company  
JM Family Enterprises  
John Deere Company  
John Hancock Financial Services, Inc.  
Jones Lang LaSalle Incorporated  
Kinder Morgan Pacific, Inc.  
Koch Supply & Trading  
Kraft Foods Inc.  
Kroger  
Las Vegas Valley Water District  
Leader Tech, Inc.  
Liberty Media Corporation  
Liberty Mutual Group, Inc.  
Lifetime Healthcare Companies  
Lockheed Martin Corporation  
Los Alamos National Laboratory  
Lubrizol Corporation  
Macy's  
Mannington Wood Floors  
Mayo Clinic Rochester  
Medtronic, Inc.  
Midwestern University  
Mikron Industries, Inc.  
MillerCoors LLC  
NASA Federal Credit Union  
National City Bank  
Nestle USA  
New York-New York Hotel & Casino  
Newmont Mining Corporation  
NIKE, Inc.  
Nordstrom, Inc.  
Northrop Grumman  
NSTec  
Oak Ridge National Laboratory  
OPW Fueling Components  
Orbital Sciences Corporation  
P & H MinePro  
Pacific Power  
PacifiCorp  
Papa John's International  
Patton Boggs, LLP  
Penn National Gaming Inc.  
Philadelphia Gas Works  
Philips Lifeline  
Portland General Electric Co.  
Portland State University  
Ports America  
Premier, Inc.  
Procter & Gamble  
Prudential Financial, Inc.  
Purdue Research Foundation  
Quadra FNX Mining Ltd.  
QVC Network  
Raytheon Company  
Regence Group  
Roche Molecular Diagnostics  
Sacramento Municipal Utility District  
SAFECO Corporation  
Salt River Pima-Maricopa Indian Community  
Salvation Army  
Sandia National Laboratories  
Santee Cooper  
Scholastic Book Fairs  
Scottsdale Healthcare Corporation  
Sedgwick Claims Management  
Shaw Industries Group, Inc.  
Siemens Energy Service  
Siemens Power Generation  
Smithfield Foods, Inc.  
SOC LLC Hawthorne  
Southeastern Freight Lines, Inc.  
Southern California Edison Company  
Southwest Gas Corporation  
Specialty Laboratories  
SRA International  
St. John's Regional Medical Center  
Stanford University  
Starz Entertainment, LLC  
State Farm Insurance Companies  
State of Georgia  
State of Montana  
State of New Mexico  
State of North Dakota  
State of Utah  
State of West Virginia  
STP Nuclear Operating Company  
Sun Communities, Inc.  
Sunpower, Inc.  
Swarovski Jewelry U.S. Ltd.  
Time Warner Cable  
TJX Companies, Inc.  
TMC HealthCare  
Toyota Engineering & Manufacturing North America  
Trammell Crow Company  
Travelers Insurance Co.  
Tufts Medical Center  
U.S. Fish & Wildlife Service  
U.S. House of Representatives  
UBS Investment Bank  
United Parcel Service (UPS)  
UnitedHealth Group, Inc.  
University of Kansas  
University of Southern California  
URS Corporation  
Vanguard Group, Inc.  
Wabash National Corporation  
Washington Real Estate Investment Trust  
Washington River Protection Solutions  
Waste Management, Inc.  
WAWA, Inc.  
WCM Industries, Inc.  
Wegmans Food Markets  
Wellcare Health Plans  
West Virginia University Hospitals  
Western & Southern Financial Group  
Weyerhaeuser  
World Vision International  
Xcel Energy  
Yamaha Corporation of America  
Zippo Manufacturing

# Registration Information

## Costs

The registration fee is \$1,575.00 and includes a specially prepared manual, coffee breaks and a reception the first evening.

## Discounts

Registrants who have participated in previous ADVANCED conferences are entitled to a \$100.00 discount, upon request at the time of registration. Once an organization has registered a representative in any 2017 advanced employment law conference, subsequent registrations from the same organization are entitled to a \$50.00 discount, upon request at the time of registration. Very attractive discounts are available to organizations which send 5 or more participants to IAML seminars in any 12-month period. Participants do not need to attend the same seminar at the same location or date.

## Cancellation Policy

Participants will receive a full refund of any fees paid if IAML receives written notification that they will be unable to attend at least two weeks prior to their program's starting date. Otherwise, participants are liable for the entire fee. Registrants requesting a transfer to another program within this two week period will be charged an additional fee of \$150.00.

You may substitute an associate at any time.

## Registration Procedure

You may register in a Conference by any of the following methods:

☎ Telephone IAML at (949) 760-1700 to reserve space(s).

☏ Fax the registration form to IAML at (949) 760-8192.

📧 Register online at [www.IAML.com](http://www.IAML.com)

(IAML will confirm registrations by email. If you do not receive confirmation within three business days, please call IAML.)

✉ Mail the registration form to IAML

Institute for Applied Management & Law, Inc.  
450 Newport Center Drive  
Suite 390  
Newport Beach, CA 92660

## Hotel Accommodations

Please note that registrants are responsible for making their own hotel reservations. IAML has made arrangements for participants to receive a special group rate at the hotels where the Conferences will be held. To ensure that you will receive a room at the special group rate, please make your hotel reservations at least four weeks in advance of the Conference and mention that you are participating in an Institute for Applied Management & Law Conference.

Please note: If you experience any difficulty in making your hotel reservation, even within the four weeks prior to the program you wish to attend, please call IAML. Through IAML's contacts, there is a good possibility that we can help you secure a reservation at the seminar hotel.

## Professional Education

### HR Certification Institute (HRCI)

This conference has been approved for 13 (general) recertification credit hours toward PHR, SPHR, and GPHR recertification.

### Society of Human Resource Management (SHRM)

The Institute for Applied Management & Law, Inc. is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP<sup>SM</sup> or SHRM-SCP<sup>SM</sup>. Earn 13 PDCs by attending this 2 day conference.

### International Foundation of Employee Benefit Plans

Earn 13 Continuing Education Credits towards CEBS recertification.

### Continuing Legal Education Credit

#### California and Pennsylvania:

This activity has been approved for Minimum Continuing Legal Education credit by the State Bars of California and Pennsylvania in the amount of 13 credit hours. IAML certifies that this activity conforms to the standards for approved education activities prescribed by the rules and regulations of the State Bars of California and Pennsylvania governing minimum continuing legal education.

**Other States:** This seminar has been approved for CLE credits in many other states. Please call IAML to see if your state has been approved for CLE'S this year. IAML requests 45 days prior notification that you wish such credit. An additional charge may be involved.

## About IAML

IAML has been conducting innovative, practical and comprehensive training programs for management professionals since 1979. To receive brochures about these seminars and products, please call us at 949-760-1700, visit our website [www.IAML.com](http://www.IAML.com) or send an email to [iaml@iaml.com](mailto:iaml@iaml.com).

IAML offers the following seminars and products:

- The Certificate in Conducting Lawful Workplace Investigations<sup>SM</sup> Seminar
- The Certificate in Employee Relations Law<sup>SM</sup> Seminar
- The Essentials of Human Resource Management<sup>SM</sup> Seminar

- The Certificate in Employee Benefits Law<sup>SM</sup> Seminar
- The Annual Employee Benefits Law<sup>SM</sup> Update
- In-House Training
- Webinars on a variety of topics e-Learning, including the new Certificate in Lawful Employment Practices for Supervisors & Managers<sup>SM</sup>

# 2017 Employment Law Updates Registration Form

To register please call (949) 760-1700 from 8:00 a.m. to 5:00 p.m. (Pacific Time); fax your registration form to (949) 760-8192; or e-mail your registration from our web site at [www.IAML.com](http://www.IAML.com). A separate registration form should be completed by each participant. Early registration is advised since Conferences are filled in the order in which registrations are received and enrollment is limited. Please detach the registration form and mail to:

## INSTITUTE FOR APPLIED MANAGEMENT & LAW, INC.

450 Newport Center Drive, Suite 390  
Newport Beach, CA 92660

### Please indicate the Conference you wish to attend:

- |   |   |
|---|---|
| <input type="checkbox"/> <b>Austin</b><br>January 23-24 | <input type="checkbox"/> <b>Washington, D.C.</b><br>May 22-23 |
| <input type="checkbox"/> <b>Las Vegas</b><br>April 3-4  | <input type="checkbox"/> <b>Orlando</b><br>October 23-24      |

Name: (Mr./Ms.) \_\_\_\_\_

Phone: (\_\_\_\_) \_\_\_\_\_ Ext. \_\_\_\_\_ Fax: (\_\_\_\_) \_\_\_\_\_

E-Mail: \_\_\_\_\_

Title \_\_\_\_\_

Employer: \_\_\_\_\_

Employer Address: \_\_\_\_\_

(Please include mail stop if required)

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Name as you would like it to appear on Certificate (please print clearly): \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

I will need CLE credit for:

State: \_\_\_\_\_

My Bar # is: \_\_\_\_\_

### Please Make Checks Payable to IAML. IAML Federal I.D. #95-3548502

Enclosed please find:

- |   |  |
|---|--|
| <input type="checkbox"/> Payment in full \$ _____ | <input type="checkbox"/> Deposit check for one half of full fees due |
| <input type="checkbox"/> Purchase order no. _____ | <input type="checkbox"/> Bill my employer                            |

Charge to the following:       AMEX       Discover       MasterCard       VISA

Cardholder's Name: \_\_\_\_\_

Card No.: \_\_\_\_\_ Exp. Date: \_\_\_\_\_

Signature: \_\_\_\_\_ Amount to be charged: \_\_\_\_\_



# 2017 EMPLOYMENT LAW UPDATES

## UP-TO-THE-MINUTE COVERAGE OF VITAL EMPLOYMENT LAW DEVELOPMENTS

### IAML's Advanced Certificate In Employment Law<sup>SM</sup> Conferences

**Austin**  
January 23-24

**Las Vegas**  
April 3-4

**Orlando**  
October 23-24

**Washington, D.C.**  
May 22-23



**"Very useful examples and information provided. It was great to be able to pose real situations and get feedback regarding the risks involved from John."**

Jackie Perez  
Human Resources Director, North America  
Mondi Group  
Atlanta, Georgia

**"This was by far the best IAML conference I have attended. Ray was at his finest. Great information and fun manner in which it was delivered."**

Amy Noble, SPHR, SHRM-SCP  
Vice President, Human Resources  
Quanex Building Products  
Kent, Washington

**"Ray Deeny is very knowledgeable and his experiences help to enrich the program."**

Jennifer Stange  
Senior Human Resources Manager  
Dana Holding Corporation  
Maumee, Ohio

**"I enjoyed how John tied the information to cases. I also liked how he engaged the room and was able to get everyone talking."**

Shauna Phillips, PHR, SHRM-CP  
HR Compliance Specialist  
Wegmans Food Markets  
Rochester, New York

**"Raymond Deeny is amazing and well worth the investment."**

Pat Sullivan  
Vice President, Human Resources  
Blue Beacon International  
Salina, Kansas