



# EMPLOYMENT LAW<sup>SM</sup> UPDATES

## 38<sup>TH</sup> ANNUAL ADVANCED CONFERENCES

**Attendees rate this the best HR law program in the country.**

- Up-to-the-minute information on significant employment law developments, legal hot spots, and best practices policies.
- “All star” faculty of Raymond M. Deeny, Esq. and John F. Wymer III, Esq.
- Special materials, vital topics, collegial atmosphere.



**Newport Beach, California**  
March 11-12, 2019



**Las Vegas, Nevada**  
May 13-14, 2019



**Nashville, Tennessee**  
September 9-10, 2019



**Orlando, Florida**  
October 28-29, 2019

“The Employment Law Update is a great way to get up to date information for seasoned HR professionals. For over 20 years I have attended this and other IAML programs and would recommend them to anyone.”

Craig Woolcott, Vice President, Human Resources • ENGIE – Energy International, Houston, Texas



2019

## Employment Law<sup>SM</sup> Updates

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California  
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Las Vegas, Nevada  
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Orlando, Florida  
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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 or SHRM-SCP. Earn 13 PDCs by attending this 2-day conference.



### 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.[IAML.com](http://IAML.com)

Dear Colleague,

This annual exploration of the most significant developments in employment law, as well as emerging trends and challenges of the future, is rated the best HR law program in the country by participants. The program is designed to enable HR professionals and attorneys help ensure their organization's legal compliance and maintain a vibrant and productive workplace. A hallmark of IAML's legal updates is our consistent focus on understanding current issues and helping participants develop strategies to assist them in preparing for issues they will face in the coming years.

The Conferences are presented by nationally known attorneys John F. Wymer III, Esq. of Thompson Hine and Raymond M. Deeny, Esq. of Sherman & Howard. Charismatic and highly experienced instructors, their insight, wit and energy assure of a memorable, exceptionally valuable experience. Our participants express it best...please note their comments on this program throughout this brochure.

Sincerely,

Eric E. Jackson  
President

P.S. This program is approved for HRCI, SHRM, and CLE credit. Please call IAML at (949) 760-1700 or e-mail [iaml@iaml.com](mailto:iaml@iaml.com) for specific information.

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The Institute for Applied Management & Law, Inc. (IAML) produces practically-oriented seminars, in-house training and e-Learning for professionals requiring timely and accurate information in employment law; employee benefits law; and human resource management. Founded in 1979, IAML is the nation's leading producer of comprehensive workplace training seminars. Tens of thousands of professionals from around the world have participated in our programs. Based in Newport Beach, California, IAML works closely with leading law firms and practitioners across the country.

- IAML faculty includes several attorneys rated among the best lawyers in America.
- IAML faculty has an average of more than 15 years teaching for us. We attract and retain an incredible faculty because of our shared commitment to quality training.
- IAML's management has worked together for 40 years!

# Presenters

The presenters for these Conferences are national renowned employment/labor law attorneys who have exceptional legal backgrounds, extensive practical experience and a demonstrated ability to teach in a dynamic and interested manner. Both enjoy tremendous popularity among past participants.

## RAYMOND M. DEENY



Raymond M. Deeny is Resident Partner of Sherman & Howard, LLC's Denver office. He is a member of the firm's three-person executive committee. Mr. Deeny is a highly popular 30 years veteran IAML instructor. His engaging sense of humor, savvy insights and terrific

platform skills earn him consistently outstanding ratings from IAML seminar participants. Mr. Deeny is widely regarded to be among the nation's finest employment law instructors. His practice handles various types of labor relations matters such as National Labor Relations Board representation election and unfair labor practice proceedings, with special emphasis in the health care and construction industries. Mr. Deeny also has substantial experience in state and federal injunction proceedings and other litigation proceedings, including equal employment opportunity and contract and tort litigation arising from the employer-employee relationship. His B.A., *magna cum laude*, and J.D., *cum laude*, were conferred by Arizona State University. Mr. Deeny's awards and honors include:

- Top Attorney – Employment Law  
*Colorado Springs Style Magazine* 2014, 2017-2018
- Super Lawyer  
*Super Lawyers* 2006 – 2018
- Best Lawyer  
*Best Lawyers in America* 2012-2019
- Band 2 – Labor & Employment (Colorado)  
*Chambers USA* 2004-2018
- Lawyer of the Year – Labor Law Management (Denver) *Best Lawyers in America* 2012, 2013, 2019

## JOHN F. WYMER, III



John F. Wymer, III is a Partner with the law firm Thompson Hine in their Atlanta office, specializing in labor and employment law on behalf of management clients. Mr. Wymer, an IAML instructor for more than 30 years, is among the nation's most sought after speakers for his extraordinary

teaching skills, witty and engaging delivery style. He received his B.A. from the University of Alabama and J.D. from the University of Virginia. Mr. Wymer is a member of the American Bar Association and a member of the Committee on Development of the Law under the NLRA. He is admitted to practice in Alabama and Georgia, before the U.S. Supreme Court, and before the Fourth, Fifth, Sixth, Eighth and Eleventh Circuit Courts. Mr. Wymer has published numerous articles including "How Much Leave is Enough? Reasonable Accommodation, Undue Hardship, and the Intersection of the FMLA and the ADA," *Employee Relations Law Journal* and is a Contributing Editor for *The Developing Labor Law*. Awards and honors include:

- Inducted as a Fellow in The College of Labor and Employment Lawyers, 2001
- Who's Who Legal: Labour, & Employment & Benefits  
*Who's Who Legal* 2018
- Corporate Employment Lawyers Hall of Fame  
*Lawdragon* 2018
- Best Lawyer – Labor & Employment  
*Best Lawyers in America* 1995-2019
- Band 1 – Labor & Employment (Georgia)  
*Chambers USA* 2016-2018
- Super Lawyer  
*Georgia Super Lawyers* 2008-2018

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

Amy Noble, SPHR, SHRM-SCP  
Vice President, Human Resources  
Mikron Industries  
Kent, Washington

"I loved the information and presentation provided by John Wymer, he is extremely knowledgeable and informative, and entertaining as well."

Sara Lamb  
ASA III  
Gwinnett County Fire & Emergency Services  
Lawrenceville, Georgia

**“As always, EXCELLENT program. John Wymer is a very engaging instructor who stirs up great conversation and provides "real world" tips for us to take back to the workplace immediately. Other seminars I've attended that are billed as "advanced" are not. This one assumes a solid basis of understanding with employment law, so the attendees can really learn about the nuances that have developed in recent months/years.”**

Susie White, SPHR, SHRM-SCP  
Employee Relations & Training  
Manager  
Alfa Insurance Company  
Montgomery, Alabama

**“I enjoyed the presenter, he was very knowledgeable and had great information.”**

Whitney Smith  
Human Resources Coordinator  
River Valley Child Development  
Services  
Huntington, West Virginia

**“Great class, John Wymer is top notch.”**

Matt Petty  
Labor Relations & Development  
Manager  
Tillamook County Creamery  
Association  
Tillamook, Oregon

## Conference Overview

You are responsible for keeping up with employment laws and pertinent compliance mandates. Your organization relies on you as a key member of the leadership team... though you're often forced to be a "bad news" messenger, thanks to ever more complex laws and regulations. Plus, you're responsible for making sure your organization's supervisors and managers understand organizational policies and procedures...as well as major laws and compliance mandates...and apply them consistently and correctly.

You will review actual cases that have recently been decided in district and appellate courts, as well as the U.S. Supreme Court; and discuss how those decisions impact what employers need to be doing in the workplace to conform with these decisions. The course also discusses any new legislation that might impact employers in these areas.

You will spend two days in the classroom with the same group of people, allowing you to acquire learning through both the instructor and the group as a whole. This gives you so much more opportunity to expand your professional network than speeding through 60 minute presentations on different tracks like so many other training courses.

## Learning Objectives

- Analyze, implement and evaluate the relationship between federal regulations and the needs of the organization; and how those relate to maintaining appropriate relationships and working conditions with employees.
- Better assess how their own corporate policies and procedures fall in line with the federal requirements and if those policies don't meet the requirements, what organizational change activities need to be met in response.
- Solve problems that require more context and deeper analytical thinking.
- Review policies and procedures governing workplace rules and conduct.



# Conference Content

- **Millennials Rock. Baby Boomers? Bad Fit.** Technology and the ADEA Collide.
- **What Good Is an Employee Who Isn't at Work?** Twenty-Five Years After the FMLA, Are Employers Managing Leaves or Are Leaves Managing Employers?
- **Employee Handbooks: Why Even have One?** The Differences Between an Effective and Ineffective Handbook.
- **Labor Law: Two Years in To the New "Trump NLRB."** What's Different? What's Not? And What happens in 2020?
- **The Americans with Disabilities Act: What Makes an Accommodation Reasonable or Unreasonable? What Makes a Function Essential or Non-essential?** Yes, There Really Are Answers to Those Questions.
- **Minimum Wage, Overtime, Exempt Status, Collective Actions, Class Action Waivers: Is There Hope for Employers?**
- **Whistle-Blowers and Retaliation: The Claim de Jour.** How to Win Retaliation Claims and How to Avoid Them.
- **New Frontiers in Discrimination Law: Transgender Issues, Sex Harassment and the #MeToo Movement, and More.**
- **Workplace Investigations: A Refresher, with Do's, Don't's and Maybe's.**

"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, Human Resources Director  
Center City District, Philadelphia, Pennsylvania



"I enjoyed how John [Wymer] 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

"One of the best programs I've been to! Ray [Deeny] 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

"The updated material was great and presentation style was excellent. I will recommend this conference to my friends in my employment practice group."

Mark Tolman, JD  
Attorney  
Jones Waldo Holbrook  
& McDonough  
Salt Lake City, Utah

**“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 [Wymer].”**

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

**“Very informative. Loved the teaching method of associating the law with cases.”**

Jodie Cannon  
OSHA/HIPAA/HR Consultant  
Modern Practice Solutions  
Dover, Tennessee

**“IAML has got this down. First rate speakers and content.”**

Charles P. Kelly  
Executive Director, Labor  
Relations  
National Electrical Contractors  
Association  
Bethesda, Maryland

**“I liked the case reviews and the opportunity to network with other HR and employment law professionals.”**

Rhonda Green, JD, SPHR  
Employee Relations Director  
Service King Collision Repair  
Centers  
Dallas, Texas

**“Love the interactive dialogue and knowledge of the presenter.”**

Amanda Brough, PHR, SHRM-CP  
Sr. Manager, Human Resources  
United Launch Alliance  
Centennial, Colorado

## Who Should Attend

Organizations (public, private, non-profit, government) of all sizes and in virtually every industry have profitably invested in these conferences. Human resource/employment law professionals find that this conference provides the ideal way to get "updated" on all significant employment law topics including discussions about recent district, appellate and supreme court cases. Job titles of attendees include:

Administrative Supervisor	Labor & Employment Attorney
Associate Director, Strategic HR Management	Labor Relations Representative
Associate Relations Director	Legal Services Director
Attorney	Organizational Effectiveness Manager
Chief Counsel, Labor & Employment	Paralegal
Compliance Manager	Partner
Corporate Director, Training & Development	Personnel Director
Dispute Resolution Manager	Regional Employee Relations Manager
Diversity Affairs Director	Risk Manager
EEO Officer	Shared Services Director
Employee & Labor Relations Manager	Sr. Director, People & Culture
Employee Development Director	Sr. Director, Talent Management
Employee Engagement Supervisor	Sr. Leadership Development Manager
Employee Relations Specialist	Sr. People Officer
Field Human Resources Director	Sr. Vice President, HR Branding
General Counsel	Staffing Director
Global People Services Advisor	Strategic Business Partner
HR Business Support Director	Talent Acquisition Director
Human Resources Business Partner	Talent Management Advisor
Human Resources Consultant	Team Relations Leader
Human Resources Director	Vice Chancellor, Human Resources
Human Resources Generalist	Vice President, Human Capital Capabilities
Human Resources Site Manager	Vice President, Human Resources
	Workforce Relations Director
	Workplace Ethics Manager

**“Enjoyed the lively discussion of courts and cases.”**

Bobby Griffin, PHR  
Human Resources Area Manager  
JTEKT North America Corporation  
Orangeburg, South Carolina

**“I thought the information was GREAT! I liked going through each case with ample time to discuss the information.”**

Keyona Hayes  
Employee Relations Consultant  
Erie Insurance Group  
Charlotte, North Carolina

# Partial List of Participating Organizations

Employees of thousands of organizations have participated in these Conferences including:

AARP	Chenega Corporation	Deseret Mutual Benefits Administrators	Jones Waldo
Acushnet Company	Chickasaw Nation	Direct General Corporation	Kentucky Association of School Administrators
Adelphi University	Children's Hope Residential	Dole Food Company	KeyBank
AECOM	Christiana Care Health System	Domtar Paper Company, LLC	King Soopers Inc.
Affinion Group LLC	Cintas Corporation	Dow Corning Corporation	Kissimmee Utility Authority
Agero, Inc.	CITGO Petroleum Corporation	Eastern Band of Cherokee Indians	LAM Research Corporation
AugustaWestland	City of Boise	eBay Inc.	Liberty Bank
Alaska Housing Finance Corporation	City of Hope National Medical Center	Electronic Arts, Inc.	Liberty Mutual Group, Inc.
Alfa Insurance Company	City of Racine	ENSCO, Inc.	Mack Energy Company
Allergan	City of Unalaska	Erie Insurance Group	Masonite Corporation
Alyeska Pipeline Service Co.	CLEAResult	Euclid Specialty Managers, LLC	Mayo Clinic
Amalgamated Sugar Company, LLC	Clearwater Paper Corporation	Exxon Mobil Corporation	McCormick & Company
Amazon Web Services	Cloud Peak Energy	Fairbanks Native Association	MedStar Health
American Family Insurance	Commerce Bank	Farmland Foods, Inc.	Mercy Health System
American Showa	Commonwealth Care Alliance	Federal Deposit Insurance Corporation	Methodist Le Bonheur Healthcare
Ameriprise Financial Inc.	Commonwealth of Massachusetts	Federal Express	Midwestern University
Amtrak	Control4 Corporation	Federal Reserve Bank, Dallas	Mikron
AMVETS National Service Foundation	Cornerstone Chemical Company	First Solar, Inc.	MillerCoors LLC
ASRC Energy Services	County of El Paso	Florida Hospital	Ministry of Interior, Kingdom of Saudi Arabia
ATC Group Partners	County of Gwinnett	Florida Tile Industries	Murphy USA
Aurora Health Care	County of Johnson	Frost Bank	National Association of Insurance Commissioners
AutoZone, Inc.	County of Lake	General Dynamics	National Electrical Contractors Association
Barrick Gold Corporation	County of Palm Beach	Genesys Works	Nestle Purina PetCare
Bechtel Corporation	County of Richland	Genzyme Corporation	New Hampshire Ball Bearings Corporation
Bed Bath & Beyond, Inc.	County of Wake	Georgia Power Co.	Newmont Mining Corporation
Bethesda Lutheran Communities	County of Weber	Giant Food Stores Inc.	Nordstrom, Inc.
Big Lots Stores, Inc.	County of Whitfield	Grace Management Group	Northern Panhandle Head Start Inc.
Black Hills Federal Credit Union	Cracker Barrel Old Country Store, Inc.	Gulf Interstate Engineering	Northrop Grumman
Boar's Head Provisions Co., Inc.	Credit Union of Ohio	H & R Block Inc.	Novelis Inc.
Booz Allen Hamilton	Dakota State University	Home Depot, Inc.	Nutramax Laboratories
Burr & Forman LLP	Dakota Westmoreland Corporation	Hoosier Park Racing & Casino	Ohio Valley Community Credit Union
Carefirst BlueCross BlueShield	Dana Incorporated	Greater Hudson Bank	Oklahoma Municipal Assurance Group
Carpenter Technology Corporation	Darden Restaurants, Inc.	Green Chimneys Children's Services	OPSPRO
Central Arizona College	DaVita Healthcare Partners Inc.	Intel Corporation	Orlando Health
Ceridian Corporation	Defense Intelligence Agency	JTEKT North America/Koyo Bearings	
CH2M Hill			

## Participating Organizations CONTINUED

Pacific Power	Texas Employee Retirement System
PacifiCorp	Thomson Reuters
Parker Hannifin Corporation	Tillamook County Creamery Association
Patton Boggs, LLP	Time Warner Cable
PennyMac Financial Services, Inc.	TJX Companies, Inc.
Philadelphia Gas Works	United Launch Alliance
PJM Interconnection, LLC	Universal Events
Polish & Slavic Federal Credit Union	University of Central Florida
Portland General Electric Co.	University of Connecticut
Power-One, Inc.	University of Utah
Providence Health & Services	USAA
Prudential Financial, Inc.	Virgin Orbit
Purdue Research Foundation	Vista Outdoor Operations LLC
Quanex Building Products	W & W Steel, LLC
Raymond James Financial, Inc.	Washington Closure Hanford, Inc.
Rite Aid Corporation	Washington Real Estate Investment Trust
River Valley Child Development Services	WAWA, Inc.
Ropes & Gray	Wegmans Food Markets
Salt Lake Community College	West Virginia University Hospitals
Sandia National Laboratories	Western & Southern Financial Group
Schaeffler Group USA Inc.	Western Energy Co.
Scholastic	Westmoreland Coal Company
Schreiber Foods, Inc.	Wolf Creek Nuclear Operating Corp.
Shaw Industries Group, Inc.	Xcel Energy
Shook Hardy & Bacon	
Siemens Power Generation	
Skechers U.S.A., Inc.	
Smithfield Foods, Inc.	
Southeastern Freight Lines, Inc.	
Southern Company	
Sparrow Health System, Inc.	
SRA International	
St. Jude Children's Research Hospital	
Starz Entertainment, LLC	
State of Utah	
State of West Virginia	
Sun Communities, Inc.	

Please note: Due to space limitations we are unable to provide a complete list of participating organizations in this brochure. If you wish to know whether or not others from your organization have attended and do not see your organization listed above, please contact us. Our apologies to those we were unable to list.

## IAML Certificate



An IAML Certificate speaks volumes. Not only does it represent a level of expertise, it also demonstrates to your employer that you are someone who can be counted on to help drive business success. Recognized worldwide, an IAML Certificate signifies your ability to make strategic decisions and implement practical solutions to build a rewarding workplace for a diverse workforce.

## Continuing Education

### HR CERTIFICATION INSTITUTE

This program has been approved for **13** HR recertification credit hours toward PHR and SPHR recertification through the HR Certification Institute.



### SOCIETY FOR HUMAN RESOURCE MANAGEMENT

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



### INTERNATIONAL FOUNDATION OF EMPLOYEE BENEFIT PLANS

Earn **15.5** Continuing Education Credits towards CEBS recertification through the International Foundation of Employee Benefit Plans (IFEBC) by attending this 2-day program.

### AMERICAN ALLIANCE OF PARALEGALS

AACP's can receive credit for attending any IAML program that has been approved for Continuing Legal Education.



## CONTINUING LEGAL EDUCATION

(Additional fees for CLE application and/or reporting fees may apply.)

### Alaska

Alaska Bar members may claim credit for attendance at CLE programs offered in or from other jurisdictions if the program has been accredited by another CLE jurisdiction (which includes California.) The State Bar of California has approved this 2-day seminar for **13.00** hours.

### Arizona

The State Bar of Arizona does not approve or accredit CLE activities for the Mandatory Continuing Legal Education requirement. This 2-day seminar may qualify for up to **13.00** hours toward your annual CLE requirement for the State Bar of Arizona.

### California

This 2-day activity has been approved for Minimum Continuing Legal Education credits by the State Bar of California in the amount of **13.00** credit hours. IAML certifies that this activity conforms to the standards for approved education activities prescribed by the rules and regulations of the State Bar of California governing minimum, continuing legal education.

### Florida

Florida Bar members may claim credit for attendance at CLE programs offered in or from other jurisdictions if the program has been accredited by another MCLE jurisdiction (which includes California.) This 2-day seminar has been approved by the State Bar of California for **13.00** hours. Florida credits are based on a 50-minute hour; therefore, this course is eligible for **15.50** MCLE credit hours.

### Hawaii

Attorneys licensed in Hawaii who attend a course that has been approved for credit by a Hawaii State Bar approved jurisdiction (which includes California) may claim the CLE credits from the course or activity without seeking prior Board approval for the course or activity. This 2-day seminar has been approved by the State Bar of California for **13.00** hours.

### Maine

Maine attorneys are eligible to receive **13.00** credit hours for this 2-day seminar through Maine's reciprocity provision that allows credit hours for courses or activities approved by another MCLE state (which includes California) and certified by that state's CLE regulatory authority will be accepted for identical credit by the Board of Overseers of the Bar in Maine.

**"The Advanced Employment Law Conference is the one conference I go to every year. I have always walked away with information I could apply immediately. There is no other seminar that is as timely and thorough as this one!"**

Laura Massa  
Sr. Vice President, Human Resources  
Sun Communities, Inc.  
Southfield, Michigan

### New Hampshire

NHMCLE does not approve or accredit CLE activities for the New Hampshire MCLE requirement. IAML believes this 2-day course meets the requirements of New Hampshire Supreme Court Rule 53 and may qualify for 780 minutes (**13.00** hours) toward the annual NHMCLE requirement. New Hampshire attendees must self-determine whether a program is eligible for credit, and self-report their attendance.

### New Jersey

Attorneys licensed in New Jersey who attend an out-of-state CLE course that has been approved for credit by a New Jersey State Bar approved jurisdiction (which includes California) may claim the CLE credits from the course or activity without seeking prior Board approval for the course or activity. This 2-day seminar has been approved by the State Bar of California for **13.00** hours.

### New York

An attorney completing an eligible Approved Jurisdiction course (which includes California) may claim **15.50** hours of New York CLE credit in accordance with the requirements of the Program Rules, Regulations and Guidelines. This 2-day seminar has been approved by the State Bar of California.

### Pennsylvania

This 2-day activity has been approved for Minimum Continuing Legal Education credit by the State Bar of Pennsylvania in the amount of **13.00** credit hours. IAML certifies that this activity conforms to the standards for approved education activities prescribed by the rules and regulations of the State Bar of Pennsylvania governing minimum continuing legal education.

### Other States

Contact us to ask about getting your state approved. IAML requests 45 days prior notification that you wish such credit. An additional charge for CLE application and/or reporting fees may be required.

# Employment Law Updates – 2019 Schedule



## NEWPORT BEACH, CALIFORNIA

**March 11-12, 2019**

**8:00 a.m. – 4:00 p.m.**

**Newport Beach Marriott Hotel & Spa**

**949-640-4000**

Scheduled Instructor: Raymond M. Deeny, Esq.

Surround yourself in luxury and convenience at Newport Beach Marriott Hotel & Spa. Enjoy easy access to California's most pristine beaches, Upper Newport Bay Nature Preserve, Balboa Island, and premier shopping and dining just across the street from Fashion Island. Treat yourself to tranquility at Pure Blu full-service spa offering private cabanas, a saltwater lap pool and state-of-the-art fitness center. Dine at Sam & Harry's renowned steakhouse serving fresh seafood, prime filets and an extensive wine list. Indulge in a specialty beverage and fresh pastry from Starbucks. Experience the authentic SoCal lifestyle at Newport Beach Marriott Hotel & Spa.



## NASHVILLE, TENNESSEE

**September 9-10, 2019**

**8:00 a.m. – 4:00 p.m.**

**Courtyard Nashville Downtown**

**615-256-0900**

Scheduled Instructor: John F. Wymer III, Esq.

Courtyard Nashville Downtown is the place to stay when looking to immerse yourself in the city's iconic music vibe. Located in the heart of Music City, we offer easy access to endless entertainment plus free Wi-Fi. Enjoy our proximity to Broadway, 2nd Avenue, Tootsie's Orchid Lounge and Nissan Stadium. Walk or enjoy and curbside golf cart service from JoyRide® to Bridgestone Arena, Ascend Amphitheater and Music City Center. While our high-rise hotel features a historic facade, our lobby, rooms, meeting spaces, and restaurant boast modern décor designed to suit your stay. Start your day in a familiar way with freshly brewed beverages at our full-service Starbucks®.



## LAS VEGAS, NEVADA

**May 13-14, 2019**

**8:00 a.m. – 4:00 p.m.**

**Planet Hollywood Las Vegas**

**866-317-1829**

Scheduled Instructor: Raymond M. Deeny, Esq.

The 4-star Planet Hollywood Resort features rooms that meet its Hollywood theme, each room is dedicated to a certain movie and feature actual props and memorabilia from the film. Guest rooms include 42-inch plasma tv's, pillow-top mattresses and PH Hip Luxury Bedding. Enjoy two outdoor pools, a children's pool, the strip's first FlowRider Wave-in-a-Box Double, a full-service spa, and fitness center. Hungry? The resort is home to 20 onsite restaurants. Feel like shopping? More than 150 world-class and one-of-a-kind retail shops and restaurants can be found in the Miracle Mile Shops.



## ORLANDO, FLORIDA

**October 28-29, 2019**

**8:00 a.m. – 4:00 p.m.**

**Marriott Orlando World Center**

**407-239-4200**

Scheduled Instructor: John F. Wymer III, Esq.

Experience a world of possibilities when staying at Orlando World Center Marriott. The hotel offers amazing on-site amenities, as well as a shuttle service to Walt Disney World®. Make a splash at Falls Pool Oasis, featuring two 200-foot waterslides, a 90-foot speed slide, kid's splash park and a nightly laser light show. Enjoy a round of 18 holes at the championship golf course, or improve your swing at Jack Nicklaus Academy, relax with a massage at the full-service spa or take advantage of the state-of-the-art fitness center.

# In-House Training

The success of IAML's in-house training programs is directly attributed to the fact that they are:

- Customized to client-specific needs.
- Cost-effective for the sponsoring organization, with a very high return on investment.
- Delivered to targeted participants at the same time. Employees receive a strong message providing subject-specific direction and guidance from authoritative sources.
- Presented by IAML's most outstanding, highly qualified and experienced presenters.

IAML has an unparalleled 40-year track record; our commitment is to provide the most beneficial and worthwhile training experience possible. It is noteworthy that every in-house training program we have conducted (over 700) has received an outstanding rating from the sponsoring organization. We are genuinely proud that over 99.9% of the thousands of in-house program participants have said that the IAML training was worth the time and money invested.

IAML is so confident that you will find this training to be effective and worthwhile, we are willing to guarantee your satisfaction.

**"A very beneficial program for our team. Excellent presentation of the material."**

Becky Gehrke  
Senior Director, Employee Relations  
AmSurg Corporation  
Nashville, Tennessee

**IAML can customize any of our public seminars into an in-house format, in addition, we offer a wide variety of topics including:**

- Conducting Investigations
- Conflict Resolution
- Employee Benefits 101
- Employee Harassment from Customers & Vendors
- Ethics & Compliance
- Handling Performance Problems & Counseling
- Harassment Prevention
- Immigration Law/Form I-9/Visas
- Leadership & Management Skills
- Multi-Cultural Communication Techniques
- Employment Law for Non-HR Managers
- Positive Employee Relations (with proficiency testing)
- Preventing Workplace Bullying/Violence
- Recruiting & Hiring a Diverse Work Group
- State/Local Employment Law
- Wage & Hour Laws

**Organizations for whom IAML has conducted customized in-house training include:**

- American Express
- American Family Mutual Insurance
- AmSurg Corporation
- AutoZone, Inc.
- Baylor College of Medicine
- Boeing Company
- Center City District
- Charter Communications, Inc.
- Chickasaw Nation
- Christopher & Dana Reeve Foundation
- City of Ontario
- City of Overland Park
- Copper River Native Association
- Deere & Co.
- Dropbox
- Fairbanks Native Association
- Harcros Chemical
- HomeGoods (a TJX Company)
- IPMA HR, Virginia Chapter
- JM Family Enterprises
- Los Alamos National Laboratory
- Mountain America Credit Union
- NBTY, Inc.
- Nemours Foundation
- Nestle Purina PetCare
- Nihon Kohden America, Inc.
- Pearson Higher Education Services
- Safelite Group
- Sandia National Laboratories
- Socorro Independent School District
- Southern California Edison
- Starz Entertainment
- Sun Communities, Inc.
- ThedaCare
- The Home Depot
- UBS Investment Bank
- USAA
- Vanguard Group
- Wal-Mart Stores, Inc.
- Wyndham Vacation Ownership
- Zurich North America

## 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 Certificate in 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 Seminars
- In-House Training
- e-Learning
- Webinars

**“This conference is one of the best methods to stay up-to-date in the ever-changing world of employment law.”**

Jeff C. Herring, Chief Human Resources Officer  
University of Utah, Salt Lake City, Utah

**“As always, this is my favorite learning experience. I wish I could attend twice a year – it is so worth it!”**

Kathy Van Zant, SPHR, SHRM-SCP  
Chief Executive Officer  
The Van Zant Resource Group  
Suwanee, Georgia

# 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 2019 ADVANCED 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 five 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.

## Registration Procedure

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

- 🌐 Register online at [www.IAML.com](http://www.IAML.com)
- ☎ Telephone IAML at (949) 760-1700 between 8:00 a.m. – 6:00 p.m. (Pacific) to reserve space(s).
- 📠 Fax the registration form to (949) 760-8192.
- ✉ Mail the registration form to:  
Institute for Applied Management & Law, Inc.  
450 Newport Center Drive, Suite 390  
Newport Beach, CA 92660

Confirmations are sent via e-mail. If you do not receive confirmation within three business days, please call IAML.

## 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. 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 conference hotel.

## 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.

# 2019 Employment Law Updates Registration Form

PLEASE INDICATE THE CONFERENCE YOU WISH TO ATTEND:

- |  |  |  |   |
|--|--|--|---|
| <input type="checkbox"/> <b>Newport Beach, California</b><br>March 11-12, 2019 | <input type="checkbox"/> <b>Las Vegas, Nevada</b><br>May 13-14, 2019 | <input type="checkbox"/> <b>Nashville, Tennessee</b><br>September 9-10, 2019 | <input type="checkbox"/> <b>Orlando, Florida</b><br>October 28-29, 2019 |
|--|--|--|---|

## ATTENDEE

Name:  Mr.  Ms. \_\_\_\_\_

Phone: \_\_\_\_\_ Ext: \_\_\_\_\_ Fax: \_\_\_\_\_

E-mail: \_\_\_\_\_

Title: \_\_\_\_\_

## EMPLOYER

Name: \_\_\_\_\_

Address: \_\_\_\_\_  
(Please include mail stop if required)

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

## CERTIFICATE

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

I request CLE credit for (State): \_\_\_\_\_ My Bar # is: \_\_\_\_\_

## PAYMENT

**Total Fees Due** (see opposite page): \$ \_\_\_\_\_

### Enclosed please find:

Check **PLEASE MAKE CHECKS PAYABLE TO IAML: IAML'S FEDERAL I.D. #95-3548502**

In full payment (see opposite page)

Deposit check for one half of full fees due

Purchase Order No. \_\_\_\_\_

Bill my employer

I wish to pay by credit card

**Charge to the following:**  AMEX  Discover  MasterCard  VISA

Cardholder Name: \_\_\_\_\_

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

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

## To Register

A separate registration form should be completed by each participant. You may register in a seminar by any of the following methods:

### By Phone

Please call IAML at  
(949) 760-1700

### Office Hours

Monday – Friday,  
8:00 a.m. – 5:00 p.m.  
(Pacific Time)

### By Fax

Please fax registration form to: (949) 760-8192. Our fax line is open 24 hours a day.

### By E-mail

Please e-mail your registration from our web site: [www.IAML.com](http://www.IAML.com)

IAML will confirm fax and e-mail registrations in writing. If you do not receive confirmation within 3 days, please call IAML.

### By Mail

Please mail registration form to:

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



# EMPLOYMENT LAW<sup>SM</sup> UPDATES

## 38th Annual Advanced Conferences



**Newport Beach, California**  
March 11-12, 2019



**Las Vegas, Nevada**  
May 13-14, 2019



**Nashville, Tennessee**  
September 9-10, 2019



**Orlando, Florida**  
October 28-29, 2019

“Really enjoyed Ray’s [Deeny] presentation; particularly the way he shared his viewpoint when describing today’s labor and employment law environment!”

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

“The conference was a great experience. Bob Lee is very professional and accommodating. It is easy to see why John Wymer is one of THE TOP employment law attorneys in the US. John [Wymer] is an exceptional presenter, his ability to convey information in layman’s terms is paramount.”

June Cochran  
Vice President  
Finance & Administration  
Stewart Lubricants & Service Company, Inc.  
Birmingham, Alabama

“All topics were relevant. I enjoyed the update, well done!”

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

