



THE CERTIFICATE IN EMPLOYEE BENEFITS LAWSM SEMINAR

An Information-Packed 4½ Day Seminar That Covers All Important Aspects Of Employee Benefits Law

- Critical information and insights you need to confidently function at your best.
- Raise your competency and increase your confidence.
- The finest faculty in the country. Talented teachers...experienced, responsive.
- Great opportunity to network and share experiences with other participants.
- Earn the Certificate in Employee Benefits Law that attests to the body of knowledge and skills acquired.
- Critical information and insights you need to confidently function at your best.
- The finest faculty in the country. Talented teachers...experienced and responsive.
- Attractive program locations.
- Collegial, enjoyable training and networking environment.

"IAML once again surpassed my expectations. The seminar was awesome and the degree of information presented to our group was so valuable. I applaud IAML for finding the experts in the various fields and making them available to us. I can hardly wait until the next seminar!"

Bianca Olivarria • HR Technician & Disability Management Specialist • Imperial Irrigation District • Imperial, California

"All compensation and benefits professionals should consider this seminar. There is a large volume of valuable information presented in an effective, dynamic setting. The speakers are certainly well-equipped and are very attuned to the needs of the class members."

Todd Hanson, PHR • Director, Human Resources Operations • Printpack, Inc. • Atlanta, Georgia



"The program covered all aspects of my current position. Being new in this position, I was lost before attending this program, thank you."

Nicole Smith, SHRM-CP
Human Resources Confidential Associate
National Education Association
Washington, D.C.

"It was an excellent program. I loved the group interaction. I learned a lot that I was able to bring back with me to my job."

Jane Daniels
HR Benefits Manager
O'Reilly Automotive, Inc.
Springfield, Missouri

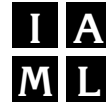
"It was great learning the information, but also very useful hearing from others attending the class. I learned a wealth of information."

Brittney Viator
Benefits Supervisor
FJ Management, Inc.
Salt Lake City, Utah

This 4 1/2 day seminar has been approved for 29.75 credit hours towards aPHR, PHR, SPHR and GPHR recertification through the HR Certification Institute. The use of the HRCI seal confirms that this activity has met HR Certification Institute's criteria for recertification credit pre-approval.

The Institute for Applied Management & Law, Inc. is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM. Earn 29.75 PDCs by attending this 4½ day seminar.

This seminar is approved for Continuing Legal Education by many states, including California and Pennsylvania. This program has been submitted to other states including Ohio, Arkansas, Georgia, Mississippi, Missouri, North Carolina, Tennessee, Vermont, Wisconsin.



INSTITUTE FOR APPLIED MANAGEMENT & LAW, INC.

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www.IAML.com



The Certificate in Employee Benefits LawSM Seminar enjoys a well-earned reputation as the "complete" benefits law program for today's employee benefits professionals.

This 4½ day seminar provides current, practically-oriented, and detailed information on all significant employee benefits law issues, directives and regulations.

Both experienced and less experienced employee benefits and human resources management professionals find this program delivers the depth and breadth of benefit coverage they require in virtually every aspect of retirement plans, special benefit issues and welfare benefit plans.

Consider that this program provides:

- A thorough presentation of benefit statutes and regulations from the "alphabet soup" of ERISA, COBRA, FMLA, GATT, IRS, DOL and more; to the detail surrounding the HIPAA guidelines; to the demands and impact of Sarbanes-Oxley and corporate business ethics; and much more.
- Instruction from IAML's nationally renowned benefits faculty; the highly qualified and experienced presenters (all of whom are practicing attorneys) share their insight, guidance, and savvy on all significant benefits law issues.
- Complete, comprehensive, up-to-date set of materials serving as course working manuals and desktop references.

These enjoyable seminars have it all...timely, comprehensive content; experienced and talented presenters; detailed, extensive materials; and attractive, convenient locations. And by participating in this 4½ day seminar you will earn IAML's prestigious Certificate in Employee Benefits Law. We hope that we can look forward to your participation.

Sincerely yours,

Robert M. Lee
Executive Director

Objectives and Features

of the Certificate in Employee Benefits LawSM Seminar

OVERVIEW OF SEMINAR

The Certificate in Employee Benefits LawSM Seminar is a 4½ day program that is designed to be the most comprehensive and practical seminar available in its field. The seminar covers employee benefits issues that arise in the design and administration of employee benefit plans, the management of their assets, controversies between plan sponsors, trustees, participants and the numerous government agencies that regulate these plans. The accelerating changes in the legal environment, coupled with the complex, technical nature of the laws and regulations and increasing governmental scrutiny, make it extremely difficult to keep current in this field.

This seminar addresses this need by providing participants with insights into the many regulations, laws and their requirements, the governmental agencies which administer and enforce those laws, and the litigation and court opinions resulting from the enforcement efforts of these agencies, as well as private causes of action to enforce the provisions of these laws. The goal of this seminar is to improve the participant's ability to identify and limit risks to their organization in dealing with employee benefit plans and to provide "best practices" insights. The program is sponsored and designed by the Institute for Applied Management & Law, Inc. in consultation with attorneys from leading law firms who regularly advise and represent a broad range of plan sponsors and plan fiduciaries in their dealings with employee benefit plans.

PROGRAM OBJECTIVES

The 4½ day Certificate in Employee Benefits LawSM Seminar is designed to give participants the practical information they need to be more effective professionals. This is accomplished by providing the following:

- A comprehensive understanding of the requirements of federal and state laws and regulations relating to the administration of employee benefit plans and the management of their assets and how they affect plan sponsors, plan fiduciaries, and plan service providers.

- The basic skills to administer employee benefit plans and manage their assets pursuant to the current requirements of the law; to recognize and avoid problem areas and to cope with regulatory requirements; to respond appropriately to compliance complaints; and to minimize the possibility of expensive and time-consuming litigation.
- Information regarding current regulatory, litigation, and legislative developments and trends in the employee benefits field which will enable participants to make important contributions to the administration and management of employee benefit plans performed by their organizations, and to anticipate and cope with the ever-emerging regulatory and enforcement developments in these critical areas.

BENEFITS

By participating in the Certificate in Employee Benefits LawSM Seminar you will:

- Learn the "best practices" in this complex field, including recent developments
- Improve your on-the-job skills immediately
- Increase your confidence in dealing with the complex area of employee benefits
- Reduce your organization's exposure to expensive and time-consuming litigation
- Update your information and knowledge in a rapidly changing field of law
- Have all your employee benefits law questions answered by highly experienced attorneys and consultants
- Increase your value to your organization
- Meet and exchange ideas with colleagues in a stimulating environment
- Earn an important credential... The Certificate in Employee Benefits LawSM...from a highly respected organization... The Institute for Applied Management & Law, Inc.

SEMINAR FORMAT

BLOCK I 2 Days
Monday & Tuesday
Retirement Plans

BLOCK II 1 Day
Wednesday
Benefit Plan Claims, Appeals and Litigation Tips and Traps

BLOCK III 1½ Days
Thursday & Friday
Health Care Reform and Other Welfare Benefit Plan Issues

SEMINAR FEATURES

Seminar Structure

The Certificate in Employee Benefits LawSM Seminar is comprised of three "blocks" of instruction which are presented on 4½ consecutive days. Participants are encouraged to register for the entire program; however, registrations for only one or two of the blocks are accepted.

Extensive Materials

The Certificate in Employee Benefits LawSM reference materials are specially prepared for this seminar and are completely current. The materials are used during the seminar and serve as valuable desktop manuals on the job.

Certificate Awarded

The Certificate in Employee Benefits LawSM is awarded when a participant attends all three blocks of the seminar. No examinations are given. Certificates are mailed two to four weeks after the end of each program. NOTE: If you complete only one or two blocks you can still receive a certificate if you complete the remaining block or blocks within a two-year period. All blocks need not be completed at the same location.

Renowned Instructors

All seminar block leaders are nationally renowned employee benefits law attorneys from leading law firms who have extraordinary backgrounds, extensive practical experience and a demonstrated ability to teach the material in an interesting manner.

Personal Interaction

Faculty members encourage questions from participants. All your questions will be answered during the ample time provided during sessions, at breaks, lunches and after the sessions. The collegial atmosphere fosters the sharing of ideas and experiences among participants.

"The program was one of the best I have ever attended. Discussing tax codes could be a very boring topic, but the presenters' enthusiastic approach and explanations made me excited to learn more."

Cheryl Flynn
Human Resources Director
Wiley Rein LLP
Washington, D.C.

"Both instructors were clearly knowledgeable and informed on the latest developments."

Julie M. Lindstrom
Human Resources Specialist
Fluor Hanford
Richland, Washington

"I really enjoyed the class. I appreciated Tom Schendt's teaching styles and how he involved everyone in the class and made it interactive. He certainly succeeded in making a potentially boring subject quite fun."

S. Greg Robinson
Human Resources and Safety Manager
Suominen Nonwovens
Bethune, South Carolina

"Great material, great pacing, super instructors. A true A+."

Sonja Wendt
Benefits Specialist
Jet Propulsion Laboratory
Pasadena, California

"George Cicotte did a great job!"

Carolyn Phifer
Human Resources Manager
Lowe's Companies, Inc.
Gainesville, Georgia

Who Should Attend

401(k) Programs Manager
Actuarial Analyst
Associate General Counsel, Employee Benefits
Bank Trust Officer
Benefits & Strategy Design Manager
Benefits & Tax Attorney
Benefits & Wellness Manager
Benefits Administrator
Benefits Advisor
Benefits Broker
Compensation & Benefits Analyst
Corporate Benefits Manager
Certified Public Accountant
Employee Benefits Account Manager
Employment & Benefits Coordinator
ERISA Attorney
Health & Welfare Benefits Manager
HR Compliance Representative
HR Payroll & Benefits Manager
Human Resources Generalist
Human Resources Services Manager
Insurance Manager
Partner, Health Benefits Practice
Payroll Manager
Pension Benefits Officer
Plan Administrator
Plan Asset Administrator
Plan Fiduciary
Registered Investment Manager
Retirement Benefits Manager
Retirement Consultant
Retirement Plan Compliance Manager
Retirement Plan Trustee
Risk Manager
Shared Services Manager
Total Rewards Manager
Vice President, Benefits & Compensation
Vice President, Human Resources

“Dominic DeMatties brought a great energy and wealth of knowledge. I appreciated the real-life examples and application. Ashley Gillihan was also great. He spoke my “visual” language and was very knowledgeable and engaging.”

Joyce Duffey
Benefits Manager
Mondi Bags
Atlanta, Georgia

SEMINAR CONTENT The Certificate In Employee Benefits LawSM

Block I: Retirement Plans Monday & Tuesday

Overview of the Statutes and Regulatory Agencies Governing Retirement Plans

- The Alphabet of Laws (ERISA, ADA, COBRA, FMLA, GATT, USERRA, HIPAA and EGTRRA) and agencies (IRS, DOL, EBSA, PBGC, EEOC, SEC and HCFA)
- ERISA Title I and Title II and the division of authority between the IRS, the Department of Labor and the PBGC
- Overview of plan types and qualification requirements

Fiduciary Rules and Investing Plan Assets

- Overview of prohibited transactions, exemptions, penalties and corrections
- Participant investment direction-Is 404(c) worth all the trouble?
- Participant investment direction in an up and down market
- When investments go bad, who is liable?
- Plan fiduciaries, cofiduciary liability and the liability of service providers
- Paying expenses from plan assets
- Why is the DOL so interested in proxy voting?
- The lessons being learned from Enron
- Investment of education versus advice

Nondiscrimination Testing for Retirement Plans

- Overview of nondiscrimination testing of participation, benefits, and contributions
- Controlled groups rules
- Highly compensated employee definition
- Coverage rules (Code Section 410(B)), including QSLOBs
- Nondiscriminatory Contributions (Code Section 401(A)(4))
- Safe harbors and general rules for contributions
- Testing benefits, rights, and features
- Cross testing and age weighted profit sharing plans

- 401(k) and 401(m) testing and safe harbor plans
- Dealing with failed 401(k) and 401(m) testing

Plan Administration

- Day-to-Day Challenges of Plan Administration
- Participant loans
- QDROs
- Salary deferrals and catch-up contributions
- Paperless administration
- Sarbanes-Oxley and blackout periods
- ERISA Section 204(h) notices
- Suspension of benefits provisions

Plan Distributions

- When can participants take money out of the plan?
- Withholding and rollovers
- Consent rules
- Joint and survivor rules
- Hardship distributions
- Code Section 411(d)(6) Anti-cutback rules and elimination of distribution methods
- Minimum required distributions at age 70½
- Retroactive annuity starting dates

Plan Audits and IRS and DOL Voluntary Compliance Programs

- Plan Qualification: What is it?
- What happens if a plan is disqualified?
- IRS audit targets
- Correcting errors under IRS compliance programs
- Correcting errors discovered by IRS in an audit
- Late forms filing and how to resolve
- Voluntary Fiduciary Correction Program
- Compliance audits/compliance controls

Early Retirement Incentive Programs

- Designing the program to achieve goals
- Designing the program to comply with ADEA waiver rules
- Designing to comply with 401(A)(4) rules for retirement early windows
- What the courts are telling us about early retirement windows and ADEA waivers

Government and Nonprofit Employers – Qualified and Nonqualified Plans

- Who is the employer? How controlled group rules apply to government and nonprofit employees
- Qualification standards for government plans
- Code Section 403(B) plans-contribution limits and IRS audit and voluntary correction programs
- Eligible and Ineligible Code Section 457 plans

Block II: Benefit Plan Claims, Appeals and Litigation Tips and Traps Wednesday

ERISA Compliance

- Learn which plans ERISA covers
- How to deal with state-law requirements
- Plan documentation and reporting obligations to participants and the government
- Administering benefit claims
- Making your administrative decisions bullet-proof
- Learn about new ERISA developments and how they impact your plan
- Managing your plans to mitigate the risk of fiduciary liability under ERISA
- Understanding and satisfying fiduciary obligations
- Identifying and investing plan assets
- Protecting your plan's right to reimbursement
- Avoiding the anti-cutback rule

ERISA Litigation Advantages

ERISA Litigation Hot Topics

Block III: Health Care Reform and Other Welfare Benefit Plan Issues

Thursday & ½ day Friday

ERISA Compliance for Health & Welfare (H&W) Plans: A Hands-On Discussion for Employers and Plan Administrators

- Which welfare plans are subject to ERISA
- Reporting requirements (Form 5500)
- Disclosure requirements (SPD, SMM, etc.)
- Electronic SPDs
- Plan funding rules
- Trust requirements
- What funds are plan assets
- Cafeteria plan trust moratorium
- Fiduciary Obligations
- Prohibited transaction issues
- DOL claim procedure requirements
- ERISA 510 claims
- Impact of ERISA on claims litigation
- Preemption and state law regulation

Health Care Reform: A Walk Through of Compliance Requirements Every Employer Needs to Know

- Introduction to the Affordable Care Act (ACA) Compliance Mandates
- Play or Pay and the Employer Obligation to Extend Health Coverage
- Cadillac tax and How to Avoid It
- ACA Reporting
- New developments and issues under the Trump Administration

HIPAA Privacy Overview

- Privacy issues for health plan sponsors
- Business associate contract requirements

The H & W Plan Alphabet

- Impact of employment nondiscrimination laws on H & W benefits
- Age Discrimination (ADEA)
- Genetic Information Nondiscrimination Act (GINA)
- Pregnancy Discrimination Act
- Americans With Disabilities Act
- Family and Medical Leave Act (FMLA)
- Military leave (USERRA)
- QMCSOs
- Health plan mandates
 - Mental Health Parity
 - Medicare Secondary
 - Cancer Rights Act

Cafeteria Plan Issues

- Cafeteria plan basics
- Which benefits can be pre-taxed
- Who can participate
- The irrevocable election rule and change in status exceptions
- Health and Dependent Care FSAs
 - Which expenses qualify
 - Claim substantiation rules

Introduction to Private Exchanges and Consumer Driven Health Care

- Health Savings Accounts (HSAs)
- Introduction to HRA rollover accounts
- What's a Private Exchange and Why Do I Need One

COBRA

- COBRA basics
- What the courts are telling us
- Forms and procedures

IAML RESERVES THE RIGHT TO MODIFY CURRICULUM AND TO CHANGE INSTRUCTORS WHEN SUCH CHANGES ARE ADVISABLE FOR ACADEMIC REASONS, OR WHEN CIRCUMSTANCES ARE BEYOND OUR CONTROL.

PROFESSIONAL EDUCATION

Human Resource Certification Institute (HCRI)

This seminar has been approved for 29.75 (general) recertification credit hours toward aPHR, PHR, SPHR, and GPHR recertification.

Society for Human Resource Management (SHRM)

The Institute for Applied Management & Law, Inc. is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM. Earn 29.75 PDCs by attending this 4½ day seminar.

International Foundation of Employee Benefit Plans

Earn 29.75 Continuing Education Credits towards CEBS recertification

Continuing Legal Education Units

IAML is designated as an approved provider of professional training for the states of California and Pennsylvania. This 4½ day activity has been approved for Minimum Continuing Legal Education credits by the State Bars of California and Pennsylvania in the amount of 29.5 credit hours.

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 this year. IAML requests 45 days prior notification that you wish such credit. An additional charge may be involved.

"I thought the program was very helpful. The instructors were knowledgeable, engaged and very approachable."

Kimberly Smith
HR/Benefits Specialist
Mondi North America
Atlanta, Georgia

"Leah Singleton has an amazing talent to take content not easily understood and break it down to make it relatable and retainable. She avoided just reading from the slides and apply it to current scenarios a leader could face at work."

Tamara Webb, PHR
Pension Manager
Ingersoll Rand Company
Davidson, North Carolina

"The instructors were fantastic, engaging, dynamic and made the topic tangible and fun."

Deborah Greene
Sr. Vice President, Human Resources
Israel Discount Bank of New York
New York, New York

"John Hickman gave a great presentation. He was enthusiastic, engaging and made the topics discussed relevant to everyone in attendance."

Jennie Waski, PHR
Sr. Benefits Analyst
Sage Hospitality
Denver, Colorado

"Very thorough and covered a lot of area!"

Tobi Lebowitz, Esq.
Sr. Corporate Counsel
KLX, Inc.
Wellington, Florida

Faculty Biographies

A faculty of leading employee benefit law attorneys teach the Certificate in Employee Benefits LawSM Seminar at each location. They are acknowledged experts in the subjects within their blocks and are excellent presenters.

George F. Cicotte



is the founder and owner of The Cicotte Law Firm. Before establishing his firm, he practiced in Washington D.C. with one of the nation's preeminent law firms. His broad employee benefits practice involves such diverse issues as labor relations, tax, privacy, employment and fiduciary responsibility. In addition to providing advice and counsel, he frequently defends ERISA lawsuits. He has spoken throughout the country for entities including SHRM, the Western Pension and Benefits Conference and The National Employer Conference. He earned his J.D. at Brigham Young University and his B.A. at the University of Pennsylvania.

Dominic DeMatties



is a partner with Thompson Hine in Washington, D.C. where he focuses on the design and compliance of qualified and nonqualified deferred compensation plans. He has significant practical and policy experience related to 401(k) plans, employee stock ownership plans (ESOPs) and defined benefit plans. Before joining Alston & Bird, he served as an attorney-advisor in the Office of the Benefits Tax Counsel and Office of Tax Policy at the U.S. Department of the Treasury. He received his B.A. from State University of New York at Geneseo, his M.S. from Rochester Institute of Technology and J.D. from Georgetown University.

Ashley Gillihan



is a member of Alston & Bird's Employee Benefits and Executive Compensation Group. He has 20+ years of experience counseling employers, insurance carriers and service providers on a wide range of compliance and litigation issues affecting health and welfare employee benefit plans. He also has extensive experience assisting financial institutions and insurance companies who serve as Health Savings Account trustees or custodians. He is active in publishing and speaking on various health and welfare benefit plan related topics and serves as a technical advisor for several health and welfare benefit plan focused organizations. His J.D. is from Samford University's Cumberland School of Law.

John R. Hickman



is a partner in the Employee Benefits Practice Group with Alston & Bird. He received his law degree from Emory University School of Law, graduating with distinction, where he received the Order of the Coif Award. He is a pioneer in compliance issues for employer sponsored health plans. His 25+ years of experience with HSAs, consumer directed health care and HIPAA enable him to spot issues and opportunities that save his clients money and avoid long-term administrative headaches. As author of major treatises on health care related issues, he practically wrote the book on health benefits compliance. He has been an IAML instructor for more than 20 years.

Emily Hootkins



is a senior associate in the Atlanta office of Alston & Bird, where she focuses her practice on the defense of employee benefits disputes and counseling plan sponsors and fiduciaries on regulatory compliance issues and litigation avoidance strategies. She has extensive experience defending ERISA lawsuits, including class actions involving employer stock, service provider fees, plan investments, benefit terminations, retiree health and welfare benefits, private ESOP transactions, and severance matters. She regularly advises clients on individual benefit claims, both during the administrative review process and litigation; and frequently represents clients in government investigations for civil and criminal violations of ERISA. She has been named a Super Lawyers Rising Star for Employee Benefits in Georgia every year since 2016. She received her J.D., cum laude, from Harvard Law School.

Thomas G. Schendt



is Senior Counsel in the Washington, D.C. office of Alston & Bird. Previously, he worked for the Internal Revenue Service, where he assisted in the coordination of national employee benefits litigation, including plan disputes and compliance initiatives. He has lectured frequently and published numerous articles on employee benefits topics. He serves on the editorial boards for BNA's Daily Tax Report and Pension and Benefits Reporter. He has coordinated more than 50 IRS and DOL audits and investigations. He received his J.D. from Marquette University Law School. He has been teaching IAML courses for over 20 years.

Leah Singleton



As Counsel in the Atlanta office of Thompson Hine, Ms. Singleton advises clients on all aspects of employee benefits and executive compensation plans, including their design, implementation, maintenance, correction and termination, as well as ongoing compliance with applicable laws. She advises on pension plan funding, withdrawal issues for multi-employer plans, de-risking of pension plans, and other retirement plan compliance issues triggered by business reorganizations, plan funding, bankruptcy and reductions-in-force. In addition, she advises buyers and sellers on benefit plan issues in corporate transactions such as mergers and acquisitions, stock purchases and asset purchases, including controlled group and affiliated service group issues, impacted benefits, plan consolidations, plan terminations and plan asset transfers. She received her J.D. from Mercer University School of Law.



Outstanding Faculty

Popular instructor, John R. Hickman (right), partner in the law firm of Alston & Bird, with recent seminar attendees. Mr. Hickman is a featured speaker in IAML's Atlanta and Las Vegas programs and in IAML's Employee Benefits Law Update Seminar.

About IAML

The Institute for Applied Management & Law, Inc. (IAML) produces practically-oriented seminars for professionals requiring timely and accurate information in employee benefits law, human resource management and employment law.

Founded in 1979, IAML is the nation's leading producer of practical and comprehensive law seminars. More than 80,000 people from thousands of organizations have participated in IAML programs.

Based in Newport Beach, California, IAML works closely with leading law firms and practitioners across the country. In addition to the Certificate in Employee Benefits LawSM Seminar, IAML offers the following:

- Employee Benefits Law Updates – Annual Advanced Seminars
- The Certificate in Employee Relations LawSM Seminar
- Employment Law Updates – Annual Advanced Conferences
- The Certificate in Essentials of Human Resource ManagementSM Seminar
- The Certificate in Conducting Lawful Workplace InvestigationsSM Seminar
- In-House Training Programs

“The instructors did a fantastic job of presenting the information and maintaining participant engagement.”

Sandy Lovett
Human Resources Program Manager
Thiele Kaolin Company
Sandersville, Georgia

Partial List of Organizations Sponsoring Participants

- Abbott Laboratories
Admiral Insurance Co.
Aerospace Corporation (The)
Akron Children's Hospital
Alaska Native Tribal Health Consortium
Allegiant Air, LLC
Alpha Natural Resources
Alpha Packaging
Alyeska Pipeline Service Co.
American Family Mutual Insurance
American Showa
Ameristar Casino, Inc.
Amerisure Insurance Co.
Ameritech
Amtrak
Arcadia Retirement Residence
Arctic Slope Native Corporation
Arizona Chemical Company
Arizona Public Service Co. (APS)
Army & Air Force Exchange Service
Atlas Pacific Engineering
Atlas Roofing Corporation
Auburn University
Authentic Specialty Foods, Inc.
Automobile Club of Southern California
B/E Aerospace, Inc.
Bacardi Bottling Corporation
Base Technologies, Inc.
Bashas' Inc.
BayCare Health Systems
Baylor College of Medicine
BBA Aviation Shared Services, Inc.
Bechtel Corporation
Beckman Coulter, Inc.
Benton Public Utilities District
Big Lots, Inc.
Black Hills Corporation
Blue Ridge Electric Membership Corp.
Boar's Head Provisions Co., Inc.
Brandywine School District
Braun Electric Company
BRE Properties, Inc.
Bremner Food Group
Briggs & Stratton Corporation
Brown-Forman Corporation
BSN Medical, Inc.
Buckeye Technologies, Inc.
Bucknell University
C & S Worldwide Holdings, Inc.
CAE USA
California State University at San Marcos
Camber Corporation
Caraustar Industries Inc.
Cargill, Inc.
Carus Corporation
CB & I
CarMax
Cemex Rinker Materials
Centegra Health System
Central Hudson Gas & Electric
CH2M HILL Companies, Ltd.
Charleston Area Medical Center
Chelan County Public Utilities District
Chickasaw Nation
Chippewa Valley Technical College
Choice Hotels International
Chubb Corporation
CITGO Petroleum Corporation
CitiTrends, Inc.
City of Boise
City of Longmont
City of Miami
City of San Diego
Cleveland Foundation (The)
Cliff Castle Casino
Coastal Forest Resources Co.
Coca-Cola Bottling Co. Consolidated
Colonial Pipeline Company
Commerce Energy Group Inc.
Commonwealth Brands, Inc.
Community Resource Credit Union
Computer Services Inc.
Continental Automotive Systems US Inc.
Continental Tire North America, Inc.
Corporate Express Inc.
Corrections Corporation of America
County of Chatham
County of Mohave
County of Orange
Crawford Supply Group
Cristal Global
Cummins, Fleetguard
CWS Capital Partners LLC
Cyberonics
Cypress Semiconductor Corp.
Dako North America
Dallas Fort Worth International Airport
DB Schenker
Deere & Company
Delta Dental of Oklahoma
Deltic Timber Corporation
Denver Broncos Football Club
Deseret Mutual Benefits Administrators
Direct General Corporation
Dollar General Corporation
Duke Endowment
E Networks
Eastern Band of Cherokee Indians
Eberline Services Hanford, Inc.
EchoStar Communications Corp.
Elder Care Alliance
EMC Corporation
Emerald Coast Utilities Authority
Emerald Queen Hotel & Casinos
Employers Mutual Companies
Energy Northwest
Everbank
Federal Reserve Bank, Atlanta
Federal Reserve Bank, Dallas
Federal Reserve Bank, New York
Federal-Mogul Corporation
Feed the Children
Fidelity Investments
Fieldstone Communities, Inc.
First Republic Bank
FirstEnergy Corporation
Florida International University
Fluor Corporation
GAIAM, Inc.
GE Aviation
GEICO Corporation
General Dynamics C4 Systems
Genworth Financial Inc.
Georgia Power Co.
Gila River Casino-Wild Horse Pass
Globe Wireless
Gordmans, Inc.
Group Voyagers, Inc.
Guardian Industries Corp.
Guidance Software, Inc.
Hannaford Bros. Co.
Hannahville Indian Community
Harry Winston, Inc.
Haskell Company
Hayes Lemmerz International
HCIT Group
Hecla Mining Company
Heinz Frozen Food Company
Highmark, Inc.
Hillenbrand Industries
Hitachi Medical Systems America, Inc.
Home Builders Institute
Hornbeck Offshore Services, Inc.
Howrey Smith Arnold & White
Imperial Capital Bank
Inergy Automotive Systems
Ingersoll-Rand Company
InterDent Service Corporation
Intermountain Power Service Corp.
Ion Media Networks
Isle of Capri Casinos Inc.
ITLA Capital Corporation
JM Family Enterprises
John Deere Company
JT3 LLC
Kawasaki Motors Corp., USA
Kennametal Inc.
Kent State University
Klein Tools, Inc.
Knott's Berry Farm
Knowledge Learning Corporation
Koch Business Solutions
Koch-Glitsch, Inc.
Konecranes, Inc.
L-3 Communications
Laclede Gas Company
Lake Superior Bank
Land O'Lakes, Inc.
Liberty Media Corporation
Lifeway Christian Resources
Lindora Inc.
Lion Copolymer LLC
LM Wind Power Blades Inc.
Lockheed Martin Corporation
Los Alamos National Laboratory
Loyola College in Maryland
Lynn Insurance Group
Main Line Health
MacLennan & Bain Insurance
Major Tool & Machine, Inc.
MAPEI Corporation
Mayo Clinic
McCain Foods USA, Inc.
McConnell Valdes LLC
McDonald's Corporation
McNeil Technologies
MDU Resources Group, Inc.
Medical Mission Sisters North America
Medico Insurance Co.
MedStar Health
Miami Children's Hospital
MidFirst Bank
Missoula Federal Credit Union
MMM Healthcare Inc.
MPC Products Corporation
National Education Association
National Retail Systems
Nationwide Mutual Insurance
Navistar International Corporation
Navy Exchange Service Command
Nestle USA
NetJets Inc.
NeuStar, Inc.
New York State Nurses Association
Newmont Mining Corporation
NMB (USA), Inc.
Nordstrom, Inc.
Norfolk Southern Corporation
North American Energy Alliance
North Middlesex Regional School District
Northern Panhandle Head Start Inc.
Northern Quest Casino
Northrop Grumman
Northwestern Energy
Northwestern Mutual Life Insurance Co.
OfficeMax, Inc.
Old Line Bank
Oreck Corporation
Oregon Farm Bureau Federation
O'Reilly Auto Parts
Orlando Health
Panhandle State Bank
Paraprofessional Healthcare Institute
Park Water Company
Payless ShoeSource, Inc.
Pearson, Inc.
Pentec Pension Management
Pepco Holdings, Inc.
Perkins Coie, LLP
PETSMArt, Inc.
PGT Industries
Philadelphia Zoo
PNM Resources, Inc.
Precision Drilling Oilfield Services
PricewaterhouseCoopers
Printpack, Inc.
Promex Technologies, LLC
Provision Ministry Group
Prudential Retirement
Purdue Research Foundation
QinetiQ North America Operations LLC
Quanex Building Products Co.
Quest Diagnostics
R.L. Polk & Co.
Radian Group Inc.
Ralphcorp Holdings, Inc.
Redlands Community Hospital
Regence Group
Reichhold, Inc.
Reynolds Smith & Hill
Robert Wood Johnson Foundation
Rockwell Collins, Inc.
Royal Credit Union
RSC Equipment Rental
Salt River Materials Group
Samaritan's Purse
Sandia National Laboratories
Santee Cooper
Sedgwick Claims Management
Seneca Gaming Corporation
ServiceMaster Company
Severn Trent Services
Showa Denko Carbon Inc.
Silgan Holdings Inc.
SilverStone Group
Sinclair Oil Corporation
Smith & Nephew, Inc.
Smithfield Foods, Inc.
Smithfield Packing Co., Inc.
SOC LLC Hawthorne
Societe Generale
Society of Manufacturing Engineers
SonicWALL, Inc.
Southboro Medical Group
Southeastern Freight Lines, Inc.
Southern California Edison Co.
Southern California Permanente Medical Group
Southern Company Services
Spectra Energy
St. Jude Children's Research Hospital
St. Luke's Hospital
State Farm Insurance Companies
State of Georgia
State of Montana
Sterling Jewelers Inc.
Sterling Savings Bank
Stew Leonard's
Stewart & Stevenson
StoneRiver, Inc.
Stormont-Vail HealthCare
Stowers Institute for Medical Research
STP Nuclear Operating Company
SullivanCurtisMonroe Insurance Services
Sun Mountain Lumber Inc.
Sun National Bank
Sunrise Senior Living
Superior Essex
Susquehanna Bancshares, Inc.
Syngenta Crop Protection, Inc.
Sypris Solutions
Tamko Building Products, Inc.
Tech Data Corporation
Tiffany & Co.
TJX Companies, Inc.
Toyota Material Handling U.S.A.
Travis Credit Union
TriHealth, Inc.
TriZetto Group, Inc.
Tucson Electric Power Company
Tybrin Corporation
U.S. Department of Energy
Union Hospital, Inc.
UniSource Energy Corporation
United Nations Federal Credit Union
United States Steel Corporation
UnitedHealth Group, Inc.
University of California
University of Miami
University of Nevada, Las Vegas
UNUMProvident Corporation
Utah State University
V & M USA Corporation
Valencia College
Vallourec North America
Vertex Inc.
Ward & Smith, PA.
Warner Norcross & Judd LLP
Washington Savannah River Co.
WAWA, Inc.
Welch Allyn, Inc.
West Virginia University Medical Corp.
Western Mesquite Mines Inc.
Western Refining Company
White Castle System, Inc.
White Pine Copper Refinery
Willis Americas
Windstream Communications
WorleyParsons
Zurich North America

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 previously participated, and do not see your organization listed above, please contact the Institute. Our apologies to those organizations we were unable to list.

Registration Information

TO REGISTER

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

☞ Register online at www.IAML.com

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

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

☞ Mail the registration form to IAML, Institute for Applied Management & Law, Inc., 450 Newport Center Drive, Suite 390, Newport Beach, CA 92660

Confirmations are sent via e-mail. If you haven't received your confirmation within 3 business days please call IAML at (949) 760-1700.

IAML has made arrangements for participants to receive especially attractive room rates at the hotels where the seminars will be held. To reserve a room at a hotel at the special rate, please make your hotel reservations at least 45 days in advance of the seminar and mention that you are participating in an IAML seminar.

Please note: If you experience any difficulty in making your hotel reservation, even within 45 days prior to the program you want 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.

A minimum of one half of the total fees due to IAML should accompany your registration, or a Purchase Order Number should be provided. The total fees payable should be received by IAML at least two weeks prior to the seminar. Arrangements such as deferred billing can be made to accommodate special circumstances by contacting us. IAML accepts AMEX, Discover, MasterCard, and VISA.

While registrations may be accepted within the two weeks prior to the beginning of a seminar, we suggest that you call IAML to confirm space availability.

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.

Participants may substitute an associate at any time.

COST/SCHEDULE

The fee for the full 4½ day Seminar is \$2,375.00. The fee includes specially prepared material, coffee breaks and a reception on the first evening.

Registration fees for those wishing to enroll in only portions of the program are:

Block I \$1,050.00 (Monday and Tuesday)
Block II \$550.00 (Wednesday)
Block III \$950.00 (Thursday and ½ Friday)

Seminar Schedule

Monday through Thursday, 8:00am to 4:00pm
Friday, 8:00am to 12:00 noon

DISCOUNTS

Once an organization has registered a representative for any of the 4½-day Certificate in Employee Benefits Law Seminars, subsequent registrants from the same organization are entitled to a discount. A \$200.00 discount will be given for each subsequent 4½ day registrant. A \$50.00 discount will be given for each subsequent partial program registrant.

To receive the discount, participants need not attend the same location or date. Discounts must be requested 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.

"I thoroughly enjoyed the seminar. I really appreciated that the instructors allowed participants to ask questions and work through our issues and concerns."

Sherry Murphy • Senior Human Resources Business Partner
Barrick Gold of North America, Inc. • Elko, Nevada

REGISTRATION FORM The Certificate in Employee Benefits LawSM Seminar

I wish to register for the following seminar:

Orlando, Florida September 20, 2021

Las Vegas, Nevada October 4, 2021

I AM REGISTERING FOR: Complete Seminar ONLY the Block(s) indicated*: Block I Block II Block III

*Participants may register in one or more blocks, although participation in all three blocks of the 4½ day seminar is recommended.

Name: Mr. Ms. _____ E-mail Address: _____
Title: _____ Bus. Phone: (____) _____ Ext.: _____ Fax #: (____) _____
Employer: _____ Employer Address: _____
City: _____ State: _____ Zip: _____ (Please include mail stop if required)

NAME AS YOU WOULD LIKE IT TO APPEAR ON CERTIFICATE (FULL SEMINAR REGISTRANTS ONLY): _____

Signature: _____ Date: _____

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

PAYMENT INSTRUCTIONS Please make checks payable to IAML. IAML's Federal I.D. Number: 95-3548502

TOTAL FEES DUE: \$ _____

Check in full payment Deposit check for ½ of full fees due Bill My Employer Purchase Order No.

I wish to pay by credit card, please charge my: AMEX Discover MasterCard VISA

Cardholder name: _____

Card No.: _____ Exp. Date: _____ Signature: _____

Please detach and mail to IAML, 450 Newport Center Drive, Suite 390, Newport Beach, CA 92660 or fax to (949) 760-8192.