



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

## 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.

“As always, EXCELLENT program. IAML’s instructors are engaging, they stir up great conversation and provide ‘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 • Employee Relations & Training Manager • Alfa Insurance Company • Montgomery, Alabama



“The program was very informative, the conversation and informal interaction with other participants was very useful. John [Wymer] 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 [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

This 2-day conference has been approved for 13.00 (HR) credit hours towards **aPHR, PHR, SPHR** and **GPHR** recertification through the **HR Certification Institute**. 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.

This 2-day conference is approved for **Continuing Legal Education** by many states, including California and Pennsylvania. Call IAML to ask if your state has approved this program for CLE credit.



**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

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 you 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 has been a highly popular IAML instructor for more than 30 years. 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* 2006-2019
- Best Lawyer  
*Best Lawyers in America* 2012-2021  
*Labor & Employment (Colorado) Chambers USA* 2004-2020
- Band 2 – Labor & Employment (Colorado)  
*Chambers USA* 2004-2019
- 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
- Listed as a Labor and Employment Litigation Star by *Benchmark Litigation*, 2020
- Corporate Employment Lawyers Hall of Fame  
*Lawdragon* 2018
- Best Lawyer – Labor & Employment  
*Best Lawyers in America* 1995-2021
- Band 1 – Labor & Employment (Georgia)  
*Chambers USA* 2016-2020
- Super Lawyer  
*Georgia Super Lawyers* 2004-2018

"I very much enjoyed the 2 days spent listening to Raymond Deeny. His way of explaining the law through recent cases was a perfect way to learn."

Alex Alvarez  
Vice President, Organizational Development  
Motorcar Parts of America, Inc.  
Torrance, California

"This was a great course. John [Wymer] was very engaged and did awesome with Q&A. I learned so much from this course and can't wait to do it again!"

Carly Lundy  
Human Resources/Labor Relations Manager  
Warrior Met Coal  
Brookwood, Alabama

“The Employment Law Update – Advanced Conference 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, SPHR, SHRM-SCP  
Vice President, Human Resources  
& Administration  
J.B. Poindexter & Co., Inc.  
Houston, Texas

“I appreciate the fact that John [Wymer] opened the conference asking what areas were most important to each user then adjusting the agenda to accommodate. It allowed us to spend majority of time on the issues that seemed most critical to the organizations being represented. The content was relevant and up-to-date. John was extremely knowledgeable and a great presenter. Used humor to keep the topics lively and engaging.”

Kevin Wise, PHR  
Human Resources Manager  
Neighborly  
Waco, Texas

## Conference Overview

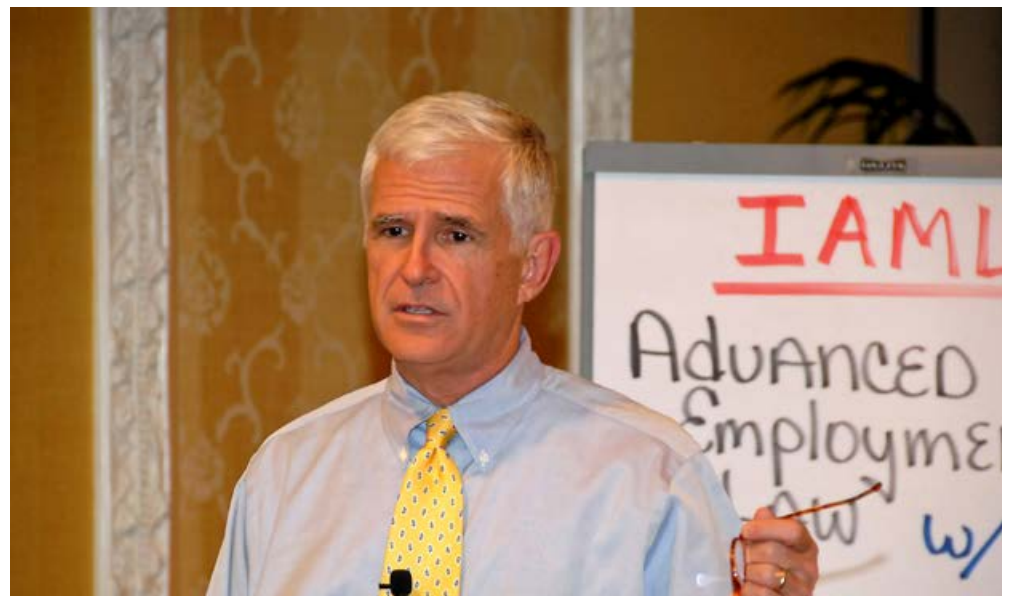
You are responsible for keeping up with employment laws and pertinent compliance mandates. Your organization relies on you as a key member of the leadership team... though you're often forced to be a “bad news” messenger, thanks to ever more complex laws and regulations. Plus, you're responsible for 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

- **Contractors, Contractors, Contractors...**
- **Does Title VII Protect Transgender Applicants and Employees from Discrimination?** In 2020, the U.S. Supreme court will provide the answer.
- **New Frontiers Under the ADA:** Can an employer legally base an employment decision on its belief a non-disabled person might become disabled in the future? Plus, the latest cases on “reasonable” accommodation, what job functions are “essential,” and undue hardship.
- **A Majority-Republican NLRB: What a Difference an Election Makes!** The Latest NLRB cases as the current Labor Board seeks to undo its predecessor’s rulings.
- **Retaliation and Whistle-Blower Cases: Still the “claim du jur.”** Over fifty percent of all EEOC charges include an allegation of retaliation. We will discuss the latest cases and strategies for avoiding or successfully defending Retaliation and Whistle-Blower claims.
- **Non-Competes, No-Solicitation Requirements, Non-Disclosure of Confidential Information and Arbitration Agreements:** Are they enforceable? Should every employee be required to sign one? What are the benefits? The risks?
- **The Latest Wage-and-Hour Law Developments:** Including the Department of Labor’s new salary threshold for exempt status.
- **Employee Handbooks: Do’s, Don’ts, and Maybe’s. When Is the Last Time You Updated Yours?**  
Tips on how to draft or revise an employee handbook.
- **Plus, a Comprehensive Update** on the Most Important, Late-Breaking Labor and Employment Law Developments of 2020 Regarding Harassment, Social Media, Age Discrimination, Leaves of Absence and Other Topics.
- **IAML Open Forum**  
So that everyone’s questions can be answered, there will be an “open forum” session that will provide you with an opportunity to ask questions regarding topics that were not covered.



“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

“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

“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  
Associate Director, Strategic HR  
Management  
Associate Relations Director  
Attorney  
Chief Counsel, Labor & Employment  
Compliance Manager  
Corporate Director, Training &  
Development  
Dispute Resolution Manager  
Diversity Affairs Director  
EEO Officer  
Employee & Labor Relations Manager  
Employee Development Director  
Employee Engagement Supervisor  
Employee Relations Specialist  
Field Human Resources Director  
General Counsel  
Global People Services Advisor  
HR Business Support Director  
Human Resources Business Partner  
Human Resources Consultant  
Human Resources Director  
Human Resources Generalist  
Human Resources Site Manager  
Labor & Employment Attorney  
Labor Relations Representative  
Legal Services Director  
Organizational Effectiveness Manager  
Paralegal  
Partner  
Personnel Director  
Regional Employee Relations Manager  
Risk Manager  
Shared Services Director  
Sr. Director, People & Culture  
Sr. Director, Talent Management  
Sr. Leadership Development Manager  
Sr. People Officer  
Sr. Vice President, HR Branding  
Staffing Director  
Strategic Business Partner  
Talent Acquisition Director  
Talent Management Advisor  
Team Relations Leader  
Vice Chancellor, Human Resources  
Vice President, Human Capital Capabilities  
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	City of Unalaska	Federal Deposit Insurance Corporation	Kissimmee Utility Authority
AECOM	Clearwater Paper Corporation	Federal Reserve Bank, Dallas	LAM Research Corporation
Agero, Inc.	Cloud Peak Energy	First Solar, Inc.	Lenzing Fibers Inc.
AgustaWestland	ComDoc, Inc.	Florida Hospital	LexisNexis
Alaska Housing Finance Corporation	Commerce Bank	Florida Tile Industries	Liberty Mutual Group, Inc.
Alfa Insurance Company	Commonwealth Care Alliance	Focal Point, LLC	M. A. Ford Mfg., Inc.
Allergan	County of El Paso	Frost Bank	M. Davis & Sons, Inc.
Alyeska Pipeline Service Co.	County of Gwinnett	General Dynamics	Mack Energy Company
Amalgamated Sugar Company, LLC	County of Jackson	Genesys Works	Masonite Corporation
American Family Mutual Insurance Co.	County of Johnson	Georgia Power Co.	Mastercorp
American Showa	County of Lake	Giant Food Stores Inc.	McCormick & Company
Ameriprise Financial Inc.	County of Palm Beach	Grace Management Group	McDonough Corporation
Amtrak	County of Richland	Greater Hudson Bank	McWane, Inc.
AMVETS National Service Foundation	County of Wake	Green Chimneys Children's Services	MedStar Health
ASRC Energy Services	County of Whitfield	Gulf Interstate Engineering	Methodist Le Bonheur Healthcare
ATC Group Partners	Court Services & Offender Supervision Agency	H & R Block Inc.	Mi9 Retail
Aurora Health Care	Cox Communications	Hard Rock Cafe International, Inc.	Mikron
AutoZone	Cracker Barrel Old Country Store, Inc.	Harrah's	Miller & Martin PLLC
Barrick Gold Corporation	Crawford Supply Group	Harrison Energy Partners	MillerCoors LLC
Bed Bath & Beyond, Inc.	Credit Union of Ohio	Hathaway Dinwiddie Construction Co.	Minitab Inc.
Bethesda Lutheran Communities	Dana Incorporated	Hecla Mining Co.	Missouri Employers Mutual
Big Lots Stores, Inc.	Darden Restaurants, Inc.	Hibbert Group	Monsanto Company
Big West Oil, LLC	Dealer Tire	Home Depot, Inc.	Montana State University
Black Hills Federal Credit Union	Delicato Family Vineyards	Huntington Ingalls Industries, Inc.	Motorcar Parts of America Inc.
Blue Beacon International	Denver Broncos Football Club	Idaho National Laboratory	Murphy USA
Booz Allen Hamilton	Deseret Mutual Benefits Administrators	InPro Corp.	National Association of Insurance Commissioners
Bridgestone Americas	Dignity & Power Now	Intel Corporation	National Electrical Contractors Association
Burr & Forman LLP	Direct General Corporation	International Paper	Navigators Group, Inc. (The)
Butler Weihmuller Katz Craig	District of Columbia	J. Crew Group, Inc.	Neighborly
CaptureRx	Dole Food Company	Jackson Kelly PLLC	Nelson Nutraceutical
Carpenter Technology Corp.	Domtar Paper Company, LLC	JM Family Enterprises, Inc.	New Hampshire Ball Bearings
Center City District	Dow Corning Corporation	John Deere Company	Newmont Mining Corporation
Central Arizona College	Eastern Band of Cherokee Indians	Jones Waldo	Nordstrom, Inc.
Chenega Corporation	El Rio Community Health Center	Kaneka North America LLC	Northern Panhandle Head Start Inc.
Chickasaw Nation	ENGIE	KARL Storz Endoscopy-America, Inc.	Northrop Grumman
Christiana Care Health System	ENSCO, Inc.	Kentucky Association of School Administrators	Novelis Inc.
CITGO Petroleum Corporation	Erie Indemnity Co.	KeyBank	Nutramax Laboratories
City of Boise	Exxon Mobil Corporation	KGHM International Ltd.	Oilfield Waste Solutions
City of Jenks	Fairbanks Native Association	King Soopers Inc.	Oklahoma Municipal Assurance Group
City of Racine	Farmland Foods, Inc.		OPSPRO
			Oreck Corporation

## Participating Organizations CONTINUED

Orlando Health	Surdyk, Dowd & Turner Co. LPA
Pacific Dental Services	Sysco Montana, Inc.
PacifiCorp	Thomson Reuters
PennyMac Financial Services, LLC	Tillamook County Creamery Association
People First HR	Time Warner Cable
PGA Tour Superstore	Union Hospital, Inc.
Philadelphia Gas Works	United Launch Alliance
Polish & Slavic Federal Credit Union	Universal Events
Portland General Electric Co.	University of Central Florida
PR Companies	University of Guam
PRO Sports Club	University of New Mexico School of Medicine
Prudential Financial, Inc.	University of Utah
Purdue Research Foundation	URS Corporation
Quanex Building Products	USAA
Raymond James Financial, Inc.	Vector Security
River Valley Child Development Services	Vectren Corporation
Ropes & Gray	VentureTech Solutions, Inc.
Salt Lake Community College	Virgin Orbit
Santander Bank, N. A.	Visionist, Inc.
Schreiber Foods, Inc.	W & W Steel, LLC
Senior Aerospace Absolute Mfg.	Warrior Met Coal
Shaw Industries Group, Inc.	Washington Closure Hanford, Inc.
Shook Hardy & Bacon Sinfoniary	WCM Industries, Inc.
Skechers U.S.A., Inc.	Weiler Corporation
Smithfield Foods, Inc.	Western & Southern Financial Group
Smithfield Packing Co., Inc.	Western Mesquite Mines, Inc.
SOC Nevada, LLC	Westmoreland Coal Co.
Southern Company Nuclear	White Mountain Operating
Southern Ute Indian Tribe	Whole Foods Market, Inc.
Sparrow Health System, Inc.	Wolf Creek Nuclear Operating Corp.
St. Jude Children's Research Hospital	Zippo Manufacturing
Starz Entertainment, LLC	Zodiac Pool Systems, Inc.
State of Texas	
State of Utah	
Stewart Lubricants & Service Co.	
STP Nuclear Operating Co.	
Sun Communities, Inc.	
Suncoast Hotel & Casino	
SunOpta, Inc.	
SupplyCore 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 aPHR, PHR, SPHR and GPHR 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 (IFEBP) 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 instructor [John Wymer] was fantastic! I have never been so engaged in a Continuing Legal Education class before. I took an entire notepad of notes and went through two pens!"

Stephanie Soerens  
Sr. Counsel, Labor & Employment  
Bridgestone Americas, Inc.  
Nashville, Tennessee

## 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

This program has been submitted to other states including Ohio, Arkansas, Georgia, Mississippi, Missouri, North Carolina, Tennessee, Vermont and Wisconsin. If your state isn't shown please contact IAML. We require 45 days prior notification that you wish such credit. An additional fee for CLE application and/or reporting fees may be required.

# 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 Techniques
- 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
- 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:**

- Airbus Americas
- American Family Mutual Insurance
- AmSurg Corporation
- AutoZone, Inc.
- Baylor College of Medicine
- Bright Futures Residential
- Center City District
- Charter Communications, Inc.
- Chickasaw Nation
- Christopher & Dana Reeve Foundation
- City of Ontario
- City of Overland Park
- Commerce Casino & Hotel
- Copper River Native Association
- Deere & Co.
- Discover Financial Services
- 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
- Nationwide Mutual Insurance Co.
- NBTY, Inc.
- Nemours Foundation
- Nestle Purina PetCare
- Nihon Kohden America, Inc.
- Pearson Higher Education Services
- Rutgers University
- 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 also offers these other outstanding seminars!

- 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

**“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

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

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

# 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 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.

## 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 45 days 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 45 days 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.

**“The conference was excellent, as always. Having trial lawyers as instructors creates a great environment.”**

Vaveca Moss  
Director, Employee Relations & Talent Acquisition  
Shook Hardy & Bacon  
Kansas City, Missouri

**“I am thoroughly impressed by the IAML organization and feel very lucky to have had the opportunity to attend this conference.”**

Amy J. Rislov  
System Vice President, Human Resources  
SSM Health  
Milwaukee, Wisconsin

**“I was very pleased with the event, the content was great and was very helpful for me. The size and demographics of the group and John [Wymer] as a presenter was perfect for what I was looking for. I look forward to participating in future events.”**

Angela L. Ward, Esq.  
Corporate General Counsel  
Orlando, Florida

# 2021 Employment Law Updates Registration Form

## PLEASE INDICATE THE CONFERENCE YOU WISH TO ATTEND:

**Orlando, Florida**  
September 20, 2021

**Las Vegas, Nevada**  
October 4, 2021

**Atlanta, Georgia**  
November 8, 2021

## 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:

### Online

Enroll at our website  
<https://iaml.com>.

### 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.

### By E-mail

Please e-mail this registration  
form to [info@iaml.com](mailto:info@iaml.com)

### By Mail

Please mail 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 haven't  
received your confirmation  
within 3 business days please  
call IAML at (949) 760-1700.