



INSTITUTE FOR APPLIED MANAGEMENT & LAW, INC.

The Professional's Choice in Training Since 1979

THE CERTIFICATE IN EMPLOYEE RELATIONS LAWSM SEMINAR

The nation's leading seminar (since 1979) for practical and current information on all significant employment law topics.

- Critical information and insights you need to confidently function at your best.
- The finest faculty in the country. Talented teachers...experienced, responsive.
- More than 80,000 HR professionals have made this the most popular and successful employment law seminar.
- Attractive program locations nationwide.
- Collegial, enjoyable training/networking environment.



"The classroom participation was excellent and allowed us to share situations and get other perspectives in a safe space. This was the best employee relations seminar that I've ever attended."

JoAnne Guerrant • Employee Relations Manager • Delta Community Credit Union • Atlanta, Georgia



www.**IAML**.com



INSTITUTE FOR APPLIED MANAGEMENT & LAW, INC.

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www.IAML.com

Dear Colleague,

IAML's **Certificate in Employee Relations LawSM Seminar** provides the information and "best practices, positive employee relations" insights you need to be at the top of your profession. Our seminars are not only information-packed, they are enjoyable and feature a collegial atmosphere. And you'll earn IAML's prestigious Certificate, signifying your participation in the nation's most highly regarded employment law training.

The seminar is thorough and practically-oriented. It covers all facets of employment law and is up-to-the-minute current. You will learn how to avoid costly employment problems, while improving your employee relations and professional performance.

IAML's faculty of experienced, prominent employment law attorneys is superb. They have the proven ability and savvy to make the seminars interesting, understandable and fast-paced. Moreover, extensive manuals are provided that will be a valuable resource on the job.

There has never been a better time to invest in this seminar...an investment that will pay tremendous dividends for you personally and for your organization for many years to come. We hope that we can look forward to your participation.

Sincerely yours,

Eric E. Jackson
President

P.S. Highly experienced professionals may want to explore our Advanced Employment Law Conferences. Others may find our Certificate in Essentials of Human Resource Management or Certificate in Conducting Lawful Workplace Investigations of interest. Please visit www.iaml.com, call us at 949-760-1700, or e-mail iaml@iaml.com.



Prominent employment law attorneys and popular IAML instructors, Raymond M. Deeny (left) Partner, Sherman & Howard; John F. Wymer, III (second from left), Partner, Thompson Hine; and Gavin S. Appleby (second from right), Partner, Littler Mendelson; with Robert M. Lee (center), Executive Director, IAML; and Eric E. Jackson, President, IAML (far right).

This 4½ 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.

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Stay Connected with IAML via E-mail!

If you and your colleagues would prefer to receive updated information (including future seminar brochures) about IAML training programs via e-mail instead of through the mail in a printed brochure format, please call IAML at (949) 760-1700 and request to be put on IAML's special seminar e-mail distribution list (you will be asked to provide your e-mail contact information). IAML never allows other organizations access to our e-mail database.

Testimonials from Recent Participants

"I thought the Certificate in Employee Relations Law Seminar was great."

Johnette Carter
Human Resources Generalist
UCHealth
Denver, Colorado

"The program was very good substantively. Both speakers did an excellent job of presenting their respective material."

Thomas Scarr, Esq.
Member
Jenkins Fenstermaker, PLLC
Huntington, West Virginia

"Enjoyed the instructor, and he seemed to make learning employment law more interesting. I very much enjoyed learning of the real-life cases concerning employment law as well."

JD Anderson, PHR
Human Resources Business Partner
Summit Midstream Partners, LP
Atlanta, Georgia

"I loved that it was a refresh of the laws and we discussed real life examples that had already happened...plus, classmates shared their current situations that we talked through. Instructors were very interesting which made the class much more enjoyable than I was expecting."

Stephanie Valdez, PHR, SHRM-CP
Sr. People Manager
Virgin Orbit
Long Beach, California

"I really enjoyed the small group and the instructors/content. It made the learning fun and engaging. I enjoyed that we were able to interact and talk through real world situations."

Alicia Miner
Human Resources Director
Ciox Health
Alpharetta, Georgia



Quality Seminars that Improve On-the-Job Performance

For more than 40 years, IAML has been totally committed to producing the most practical, comprehensive and enjoyable seminars possible. All significant employment law issues and developments are addressed.

“The attorneys that were brought in to teach were great! They created a very open environment and allowed us to openly ask questions.”

Nicole Wheeler
HR Generalist II
Citi Trends, Inc.
Savannah, Georgia

“The program was very informative and done very well by both presenters. I would recommend it to others to attend. Thank you.”

Gililand Damon
Labor Compliance Officer, Office of Navajo Labor Relations
Navajo Nation
Window Rock, Arizona

“Great, I enjoyed the focus on case studies.”

Amanda Bates Sullivan
Employee Relations Law IV
The Aerospace Corporation
Chantilly, Virginia

Seminar Overview

The Certificate in Employee Relations LawSM Seminar provides the most comprehensive, practical, up-to-date employment law training available. This 4½ day seminar is geared to the real-world needs of human resource professionals, attorneys, and managers. The seminar provides “best practices” insights and information on the full range of employee relations law issues.

This seminar has been presented hundreds of times to tens of thousands of professionals, undergoing continuous improvements, updates and refinement.

The seminar features prominent employment law attorneys who are also excellent presenters. They focus on the practical implications of the law and what steps participants can take on the job to cope with the complex requirements of the various laws and regulations.

Since 1979, the Certificate in Employee Relations LawSM Seminar has been widely regarded as the “professional’s choice” for employment law training.

Objectives of the Seminar

The Certificate in Employee Relations LawSM Seminar is designed to provide participants with a broad base of practical knowledge in all facets of employment law.

The seminar provides participants with:

- 1) A comprehensive understanding of all of today’s significant employment laws and regulations, and the ability to know what to do about them in their own workplace.
- 2) The skills to recognize and deal with problem situations. Subjects include coping with federal and state regulatory agencies and their requirements, compliance reviews and agency injunctions, negotiating and settling complaints, and minimizing exposure to litigation by learning what steps and policies to implement in the workplace.
- 3) Complete information regarding current and expected future regulations, enabling their organization to anticipate and plan for the future.

Benefits

Tens of thousands of past participants have told IAML that participating in the seminar:

- Enables participants to take concrete and specific actions to substantially reduce their organization’s downside risk to expensive, time-consuming and risky litigation.
- Improves on-the-job performance and skills...immediately.
- Provides virtually all the information needed to function effectively in the employment law aspect of a job.
- Increases confidence in dealing with complex employee relations law issues.
- Helps participants to deal more pro-actively with employee relations law issues.
- Increases the participant’s value to their organization.
- Provides participants with an excellent environment to meet colleagues and share ideas.

In short, this seminar provides the perfect vehicle for both experienced and less experienced HR professionals and attorneys to get the information and the insight they need to achieve the highest level of professional performance.

Seminar Features

Seminar Structure

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

| The Certificate in Employee Relations Law SM Seminar | |
|---|---|
| Block I | Labor Law in the Union and Non-Union Workplace 2 Days: Monday and Tuesday |
| Block II | Employment Discrimination Law 2 Days: Wednesday and Thursday |
| Block III | Special Issues in Employee Relations Law ½ Day: Friday |

Practical Information for On-the-Job Applications

All instruction and reference materials were developed so they can be applied in the everyday workplace. Participants learn the requirements of laws and regulations and how to deal with them in their own organizations.

Extensive Materials

The seminar reference materials (about 1,000 pages) are specially prepared for this seminar and are completely current. The materials are provided to participants during the seminar and serve as valuable desktop reference manuals on the job.

Certificate Awarded

The Certificate in Employee Relations LawSM is awarded after a participant attends all three blocks of the seminar. No examinations are given. These handsome 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 employment law attorneys who have extraordinary legal 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, and after the sessions. The collegial atmosphere fosters the sharing of ideas and experiences among participants.

Enhanced Career Performance

Participants tell us that this program improves on-the-job effectiveness, and increases their capacity for career growth.

A Proven Seminar

The Certificate in Employee Relations LawSM Seminar is the original, proven seminar that has been presented hundreds of times since 1979. Participant evaluations tell us that this program meets a nationwide need for a practical, professionally prepared and presented program which covers all facets of employment law.

- Over 98% of past attendees said their participation in the program was worth the time and investment.
- More than 99% of past participants say this program improved their professional performance on-the-job.
- 95% of past participants say the Certificate in Employee Relations LawSM is better than other programs of its type.
- On a scale of 1 to 5, with 5 being the highest possible ranking, the average evaluation of the faculty has been 4.7.

Some organizations have sponsored more than 100 employees and many have made this seminar mandatory or part of their regular training plan. Please see pages 6 through 9 for a partial list of the many thousands of participating organizations.

“Enjoyed being able to interact, share situations, and learning one on one from Brenda [Heinicke] on real cases she’s worked with. Brenda was great in that she didn’t give a lecture per se, but more of an open book/forum to ask questions. Loved it!”

Christie Nelson
Talent Solutions Supervisor
Koch Industries
Wichita, Kansas

“Solid overall content. Good instructors.”

Jamaal Sanford
Corporate Human Resources Manager
International Dehydrated Foods
Springfield, Missouri

“Your programs are always so organized! Mike and Cara did a terrific job of getting me registered and providing the materials to me on the first day (they were waiting for me at my seat). Our speakers were well versed in the areas they covered. Amy [Zdravecky], in particular, was a huge resource for information on labor unions, collective bargaining, and protected concerted activity. Well done!”

Judith Hall
Chief Human Resources Officer
Purdue Research Foundation
West Lafayette, Indiana

“The instructors were very knowledgeable, and the content was interesting.”

Rochelle Faulkner, PHR
Employee Relations Specialist
Christiana Care Health System
Newark, New Jersey

“I enjoyed the seminar. Bryan Stillwagon did a great job of keeping the class engaged and was able to provide useful information and advice.”

Katherine Rooney, PHR
Advisory, People & Organization
PwC
New York, New York

“I enjoyed the small group setting (vs the large cattle call conferences) – it provided a group opportunity to engage in better dialogue as a group which is something you don’t get at larger conferences. Also thought the attorneys were candid, entertaining, and down to earth – loved that they shared their real-life experience/cases...that’s the best way to see employment law applied in action.”

Courtney Kolar, SPHR
Vice President, People Services
Neighborly
Waco, Texas

“The facilitator, Brenda Heinicke, was great, she had a lot of personal experiences/stories that worked well with the material she presented. She was very engaging.”

D’Monique Brown, PHR, SHRM-CP
Sr. Employee & Labor Relations
Manager
The Gap Inc.
Riverview, Florida

“I enjoyed the seminar and in particular the instructors approach to ask attendees to discuss questions that were brought up versus just giving the answers.”

Gary Fresquez
Human Resources Business Partner
Sandia National Laboratories
Albuquerque, New Mexico

“Jim Carter was great! A lot of great information and I really appreciated the deep-dive into the law.”

Taylor Bode
Director, Employee Success Business
Partner
Salesforce
San Francisco, California

Partial List of Participating Organizations

14 West
 AARP
 Abrazo Community Health Network
 ACS Technologies Group, Inc.
 Actuant Corporation
 Acushnet Company
 AdColony
 AECOM
 Aegion Corporation
 Aerojet Rocketdyne
 Aerospace Corporation (The)
 Aflac
 AG Processing, Inc.
 Agenus Inc.
 Agero, Inc.
 AgustaWestland
 AIDS Healthcare Foundation
 Akron Children’s Hospital
 Alaska Housing Finance Corporation
 Alfa Insurance Company
 Allergan
 Allied Motion Technologies, Inc.
 Alyeska Pipeline Service Co.
 Amadeus
 Amalgamated Sugar Company, LLC
 AMC Networks Inc.
 American Airlines Group
 American Bureau of Shipping
 American Family Mutual Insurance Co.
 American Osteopathic Association
 American Railcar Industries
 American Showa
 American Sugar Refining Inc.
 AmeriCold Logistics
 Ameriprise Financial Inc.
 Amerisure Mutual Insurance Co.
 Ameritas Life Insurance Corp.
 Amgen, Inc.
 Amherst College
 Ammeraal Beltech North America
 Amsted Rail Company, Inc.
 Amtico International
 Amtrak
 AMVETS National Service Foundation
 Anchorage School District
 Andeavor
 Anderson Hay & Grain, Inc.
 Arbitration Forums, Inc.
 Arizona Public Service Co.
 Arm Inc.
 Armorock
 Asahi Kasei America, Inc.
 Asahi Kasei Plastics North America
 ASRC Energy Services
 Associated Bank
 Associated General Contractors of America
 Association of American Medical Colleges
 ATC Group Partners
 Atlanta Housing Authority

Who Should Attend?

Organizations (public and private, profit and non-profit) of all sizes and in virtually every industry have profitably invested in this seminar. The titles and/or responsibilities of those who typically attend this seminar include:

- Affirmative Action Manager
- Associate Relations Specialist
- Chief Human Resources Officer
- Compliance Manager
- EEO Manager
- Employee Relations Coordinator
- Human Resources Business Partner
- Human Resources Generalist
- Human Resources Manager
- Human Resources Representative
- Labor & Employment Attorney
- Labor Relations Specialist
- Leave of Absence Coordinator
- Line Manager
- Onboarding Consultant
- Plant Manager
- Recruiter
- Risk Manager
- Staffing Specialist
- Talent Acquisition Coordinator
- Workplace Relations Associate

Human resource professionals find that this program provides the ideal way to get “updated” on all significant employment law topics, while producing increased confidence in dealing with complex employment law issues. Less experienced participants find that the seminar provides the practical and comprehensive information they need to function effectively in human resource management.

| | | |
|------------------------------------|---|----------------------------------|
| Atlas Copco North America | Brown Capital Management | Chenega Corporation |
| Aurora Health Care | Builders Firstsource | Chester Water Authority |
| Austin Community College | Bureau of Alcohol, Tobacco, Firearms & Explosives | Cheyenne Regional Medical Center |
| AutoZone | Burke Consulting Group | Chickasaw Nation |
| B.F. Saul Company | Burke Industries | Children’s Mercy Hospital |
| Bangor Savings Bank | Burning Man Project | Choctaw Nation |
| Bank of Korea | Burr & Forman LLP | Christiana Care Health System |
| Barnett Benvenuti & Butler PLLC | Butler Weihmuller Katz Craig | Cintas Corporation |
| Barrick Gold Corporation | C. Martin Company | CIOX Health |
| Bar-S Foods | C.H. Robinson Worldwide | CITGO Petroleum Corporation |
| Barton Malow Co. | California School Employees Association | CitiTrends, Inc. |
| Batesville Casket Company | Canopus USA Credit Union | City & County of Denver |
| Battelle Memorial Institute | Canaveral Port Authority | City & County of Montgomery |
| Beaumont Health | Capital Group Companies, Inc. | City & County of San Francisco |
| BECCA Cosmetics | Capstone Mining Corporation | City of Akron |
| Bechtel Corporation | CaptureRx | City of Alexandria |
| Bed Bath & Beyond, Inc. | Cardinal Health, Inc. | City of Boise |
| Bethesda Lutheran Communities | Carefirst BlueCross BlueShield | City of Brookfield |
| Big Lots Stores, Inc. | Carfax Inc. | City of Haines City |
| Big West Oil, LLC | Cargill, Inc. | City of Jenks |
| Bilfinger Industrial Services Inc. | Carlson Companies Inc. | City of Las Vegas |
| Bimbo Bakeries USA | CarMax | City of Los Angeles |
| BKD LLP | Carpenter Technology Corp. | City of Mount Vernon |
| Black Butte Coal Company | Carter Bank & Trust | City of Ontario |
| Black Hills Federal Credit Union | Catholic Diocese of Arlington | City of Palmer |
| Blood Bank of Alaska | CC Industries | City of Portage |
| Blue Beacon International | Celanese Corporation | City of Racine |
| Blue Diamond Growers | Centene Corporation | City of Riviera Beach |
| Boar’s Head Provisions Co., Inc. | Center City District | City of Tacoma |
| Boeing Company | Central Arizona College | City of Unalaska |
| Boot Barn, Inc. | Central Hudson Gas & Electric | Claremont Savings Bank |
| Booz Allen Hamilton | Ceridian Corporation | Clark College |
| Borough of Matanuska-Susitna | CertainTeed Corporation | CLEARResult |
| Bowles Rice LLP | Certified Collectibles Group, LLC | Clearwater Paper Corporation |
| BPL Plasma | CF Industries Holdings, Inc. | Cloud Peak Energy |
| BrassCraft Manufacturing | CH2M Hill | Coastal Forest Resources Co. |
| Brevard Public Schools | Charles River Analytics | Coca-Cola Consolidated |
| Bridgestone Americas | Charter Communications, Inc. | Cognate Bioservices, Inc. |
| Brighthouse Financial | | Colgate-Palmolive Company |
| Brinderson Corporation | | |

Many of the nation’s leading organizations require their HR professionals to attend IAML’s Certificate in Employee Relations LawSM Seminar.

Colonial Pipeline Company
 Columbia University Medical Center
 Comcast
 ComDoc, Inc.
 Commerce Bank
 Commonwealth Care Alliance
 Compass Laboratory Services
 Computer Aid, Inc.
 Constellation Brands, Inc.
 Corix Water Products LP
 CoStar Group
 County of Clallam
 County of El Paso
 County of Fairfax
 County of Gwinnett
 County of Humboldt
 County of Jackson
 County of James City
 County of Johnson
 County of Lake
 County of Maricopa
 County of Miami-Dade
 County of Missoula
 County of Palm Beach
 County of Richland
 County of Robeson
 County of Utah
 County of Wake
 County of Weber
 County of Whitfield
 Cox Communications
 CPS Energy
 Cracker Barrel Old Country Store, Inc.
 Crawford Supply Group
 Credit Union of Ohio
 Critical Mass
 Crookham Company
 Crown Holdings, Inc.
 CRRC Sifang America Inc.
 CSX Transportation
 Cultura Technologies LLC
 CWS Capital Partners LLC
 Daikin America, Inc.
 Dakota State University
 Dana Incorporated
 Darden Restaurants, Inc.
 DaVita Healthcare Partners Inc.
 Dawn Food Products, Inc.
 Dealer Tire
 Deere & Company
 Delhaize America
 Delicato Family Vineyards
 Delta Community Credit Union
 Delta Dental of Oklahoma
 Deltic Timber Corporation
 Denver Broncos Football Club
 Denver Water
 DeRouche Foam
 Deseret Mutual Benefits Administrators
 Dexter Axle Company
 Dignity & Power Now
 Direct General Corporation
 District of Columbia
 Diversey, Inc.
 Doe Run Company
 Dole Food Company

Domtar Paper Company, LLC
 Douglas County School District
 Dow Corning Corporation
 Doyon Ltd.
 DPR Construction
 East Jefferson General Hospital
 Eastern Band of Cherokee Indians
 Eastern Plumas Health Care
 Eaton Vance Management, Inc.
 Echo Global Logistics
 Edwards Lifesciences Corporation
 El Rio Community Health Center
 El Super Bodega Latina Corporation
 Embraer Defense & Security
 Embraer-U.S.
 Emerald Queen Hotel & Casinos
 Encompass Mfg., Inc.
 Energy Northwest
 ENGIE
 ENSCO, Inc.
 Entergy Corporation
 Epson America, Inc.
 Erie Indemnity Co.
 Erie Insurance Group
 Euclid Specialty Managers, LLC
 Exxon Mobil Corporation
 Fairbanks Native Association
 Faith Farm Ministries
 Farmer Bros. Co.
 Farmland Foods, Inc.
 FBN Mortgages Ltd.
 Federal Deposit Insurance Corporation
 Federal Reserve Bank, Dallas
 Federal Reserve Bank, New York
 Federal Reserve System
 Federal Retirement Thrift Investment Board
 FedEx Corporation
 Fermi National Accelerator Laboratory
 Ferraiuoli LLC
 FGS, LLC
 Fidelity Investments
 First Financial Bank
 First Financial Corporation
 First Republic Bank
 First Solar, Inc.
 Fiserv, Inc.
 FivePoint Federal Credit Union
 FJ Management Inc.
 Flint Hills Resources
 Florida Hospital
 Florida International University
 Florida Power & Light
 Florida Tile Industries
 Fluor Corporation
 Focal Point, LLC
 Frantz Ward LLP
 Fred Meyer
 Frost Bank
 Fulton County Schools
 Gap Inc.
 GATE Petroleum Company
 Gavilon Group, LLC
 Geisinger Health System
 GENCO Product Lifecycle Logistics

General Dynamics
 Genesis Alkali
 Genesys Works
 GenRx
 George's Inc.
 Georgia Power Co.
 Gessner Engineering
 GHD Services
 Giant Food Stores Inc.
 Glovis Alabama, LLC
 Goodwin College
 Grace Management Group
 Grant County Public Utilities District
 Great Clips
 Great Dane
 Greater Hudson Bank
 Green Chimneys Children's Services
 Growmark Inc.
 Guardian Industries Corp.
 Gulf Interstate Engineering
 Gulfstream Aerospace Corporation
 H & R Block Inc.
 Hamilton Technologies Limited
 Harbor Retirement Associates
 Hard Rock Cafe International, Inc.
 Harrah's
 Harrison Energy Partners
 Hathaway Dinwiddie Construction Co.
 HD Supply
 HDR, Inc.
 Healogics
 Hecla Mining Company
 Heller Brothers Packing Corp.
 Henry M. Jackson Foundation
 Herjavec Group
 Hexion Inc.
 HGS
 Hibbert Group
 High Desert Milk
 HolmstromKennedy PC
 Home Depot, Inc.
 Honda Logistics North America
 Honda North America, Inc.
 Honda of America Manufacturing
 Hood Packaging Corporation
 Hull Barrett, P.C.
 Humboldt Waste Management Agency
 Hunter Douglas Fabrication
 Huntington Ingalls Industries, Inc.
 Hurco
 Hyundai Motor America
 Idaho National Laboratory
 Ikea North America Services, Inc
 Imerys
 Independent Pilots Association
 INEOS Americas Ineos Styrolution
 Infosys Technologies
 Ingersoll-Rand Company
 Ingram Industries Inc.
 Ingram Micro
 InPro Corp.
 Integra Consulting
 Intel Corporation

Inteleos
 Intelsat, Ltd.
 Intercept Pharmaceuticals, Inc.
 Intermountain Healthcare
 International Dehydrated Foods, Inc.
 International Paper
 INVIDI Technologies Corporation
 Invista
 ITC Holdings Corp.
 J. Crew Group, Inc.
 Jackson Electric Membership Corp.
 Jackson Kelly PLLC
 Jacobs Engineering Group Inc.
 JCS Systems Inc.
 Jenkins Fenstermaker, PLLC
 Jet Propulsion Laboratory
 Jivox
 JLL
 JM & A Group
 JM Family Enterprises, Inc.
 John Deere Company
 Jones Waldo
 Jos. A. Bank Clothiers, Inc.
 JT4 LLC
 JTEKT North America Koyo Bearings
 Kadant Black Clawson
 Kaiser Permanente
 Kalispel Tribal Economic Authority
 Kaneka North America LLC
 KARL Storz Endoscopy-America, Inc.
 KB Home
 Kentucky Association of School Administrators
 Kentucky Employers' Mutual Insurance
 KeyBank
 KGHM International Ltd.
 King Soopers Inc.
 Kirkland & Ellis
 Kirton McConkie
 Kissimmee Utility Authority
 Klein Steel Service Inc.
 KLX Inc.
 Koch Industries, Inc.
 Koch-Glitsch, L.P.
 Konica Minolta Business Solutions USA
 Kroger Co.
 Laboratory Corporation of America
 Laclede Group, Inc. Alagasco
 Lake Erie College of Osteopathic Medicine
 LAM Research Corporation
 Lamps Plus
 Las Vegas Sands Corp.
 Las Vegas Valley Water District
 Lathrop Gage LLP
 Lawrence Livermore National Laboratory
 Lazy Dog Restaurant
 Legends Hospitality LLC
 Lenzing Fibers Inc.
 LexisNexis
 LG&E & KU Energy

"I really enjoyed the case studies. It put certain things into great perspective. Brian Stillwagon was awesome."

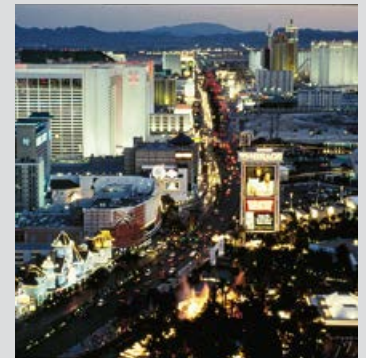
**Gina Hampton
 Employee Relations Manager
 Darden Restaurants, Inc.
 Kissimmee, Florida**

"I was very impressed that our instructors were relevant and currently practicing law. Their knowledge and ability to teach/lecture was incredible. I would recommend this training to all of my colleagues."

**John McMahan
 Human Resources Generalist
 North Georgia EMC
 Dalton, Georgia**

"Presenter was fantastic! Very helpful to discuss real world examples and how to apply the law."

**Lee-Ann Nyman, SHRM-CP
 Human Resources Representative
 Oxy
 Houston, Texas**



Convenient Locations from Coast-to-Coast

Certificate in Employee Relations LawSM Seminars will be held at many attractive locations, including exciting Las Vegas.

"I loved the entire program and learned a lot. The instructors were excellent, knowledge, practical, and entertaining. I was skeptical of 5 days in a meeting room discussing employment law, but I never lost interest. The diversity of participants was very helpful in getting different perspectives, and insight from professionals more seasoned than myself.

Ray Parrish
Labor Relations Associate
UCOR
Oak Ridge, Tennessee



Featured Presenter
John F. Wymer, III

John F. Wymer, III, Partner in Thompson Hine, is a popular IAML instructor. Mr. Wymer's high energy presentations feature "street-smart" insights, legal expertise, and an engaging sense of humor. He is a block leader in the CERL seminars, as well as a featured presenter at IAML's highly rated Advanced Conferences. He is also a co-presenter of IAML's many DVD programs.

Partial List of Participating Organizations (CONTINUED)

- | | | | |
|--|---|------------------------------------|--|
| Liberty Media Corporation | McWane, Inc. | Association | Orange County Transportation Authority |
| Liberty Mutual Group, Inc. | Mears Transportation Group | National Science Foundation | Oreck Corporation |
| Liberty National Life Insurance Co. | MedStar Health | National Security Agency | Oregon Imaging Centers |
| Liberty Utilities | Mercy Health System | Nationwide Mutual Insurance Co. | O'Reilly Auto Parts |
| Lifeway Christian Resources | Mesirov Financial | Navajo Nation | Orion Consulting Group, Inc. |
| Lion Elastomers | Methodist Le Bonheur Healthcare | Navigators Group, Inc. (The) | Orlando Health |
| Lions Gate Entertainment Corporation | Metropolitan Washington Airport Authority | Navy Federal Credit Union | Pabst Brewing Company |
| Local Initiatives Support Corporation | Mi9 Retail | NBCUniversal, Inc. | Pacific Dental Services |
| Lockheed Martin Corporation | Microsoft Corporation | NCCI Holdings, Inc. | Pacific Life Insurance Co. |
| Logix Federal Credit Union | Mid-Atlantic Permanent Medical Group | Neighborhood House Association | Parallon Supply Chain |
| Loma Linda University | Midnight Oil Agency, LLC | Neighborly | Patten Industries |
| Los Alamos National Laboratory | Midway Gold | Nellson Nutraceutical | Paul Hastings LP |
| Los Angeles Philharmonic | Midwestern University | Nestle Purina PetCare | PennyMac Financial Services, LLC |
| Loyola University Chicago | Mikron | New York Life Insurance Company | Penske Logistics |
| M. A. Ford Mfg., Inc. | Miller & Martin PLLC | Newmont Mining Corporation | Pentec Pension Mgt Group, Inc. |
| M. Davis & Sons, Inc. | MillerCoors LLC | Newport Beach Country Club | People First HR |
| Mack Energy Company | Mingledorff's Inc. | Nihon Kohden America, Inc. | Perdue Farms Perdue AgriBusiness |
| MacLennan & Bain Insurance | Minitab Inc. | NIKE, Inc. | Perkins Coie, LLP |
| Macy's, Inc. | Mission Support & Test Services | Nordstrom, Inc. | Permalok |
| Mannington Mills, Inc. | Mission Support Alliance, LLC | North American Lighting | Peterson CAT |
| Maricopa Community Colleges | Missouri Employers Mutual | North American Mission Board | PGA Tour Superstore |
| Marine Corps Community Services | Mitre Corporation | North American Stainless | Philadelphia Gas Works |
| Martin Marietta | MMM Healthcare Inc. | North Coast Credit Union | Philips Oral Health Care |
| Masonite Corporation | MOBIS Alabama | Northern Panhandle Head Start Inc. | Pioneers Memorial Healthcare District |
| Mastercorp | Molina Healthcare, Inc. | Northrop Grumman | Planned Systems International |
| Matanuska Telephone Association | Mondi Group | Northwest Arctic Borough | PNM Resources, Inc. |
| Mateer & Harbert | Montana State University | Northwest Pipe Company | Polish & Slavic Federal Credit Union |
| Materion Corporation Natural Resources | Morpho Detection Inc. | NorthWestern Energy | Portland General Electric Co. |
| Max Restaurant Group | Motorcar Parts of America Inc. | Northwestern Memorial HealthCare | Portland Public Schools |
| MAXIMUS, Inc. | Mountaire Farms | Novelis Inc. | PR Companies |
| Mayo Clinic | Mountville Mills | Nutramax Laboratories | Prairie Knights Casino |
| MCA Communications, Inc. | MRC Global Inc. | Oberweis Dairy Inc. | Premier, Inc. |
| McCarthy Holdings, Inc. | Murphy Oil Corporation | Occidental Petroleum Corporation | Priceline.com Inc. |
| McConnell Valdes LLC | Murphy USA | Ocean Bank | Prime Healthcare Services, Inc. |
| McCormick & Company | Museum of Contemporary Art, Chicago | Ocean Spray Cranberries, Inc. | Printpack, Inc. |
| McDonald Hopkins LLC | Mutual Trust Life Insurance Co. | Oilfield Waste Solutions | PRO Sports Club |
| McDonough Corporation | National Association of Insurance Commissioners | Oklahoma Municipal Assurance Group | ProCaps Laboratories |
| McGrath North | National Automobile Dealers Association | Oldcastle Materials | Procter & Gamble |
| MCH Electric, Inc. | National Co-op Grocers | ONE Gas Inc. | Progressive Leasing |
| McKee Foods Corporation | National Education Association | Open-Silicon, Inc. | Prudential Financial, Inc. |
| McMaster-Carr Supply Company | National Electrical Contractors | OPSPRO | Purdue Research Foundation QFC |

About IAML

The Institute for Applied Management & Law, Inc. (IAML) produces practically-oriented seminars, materials and videotapes for professionals requiring timely and accurate information in employment law; employee benefits law; environmental, health and safety law; human resources management and business management.

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 Relations Law™ Seminar, IAML offers the following:

- Annual Employment Law Update Conferences
- The Certificate in Lawful Workplace Investigations™ Seminar

- The Certificate in Essentials of Human Resource Management™ Seminar
- The Certificate in Employee Benefits Law™ Seminar
- Annual Employee Benefits Law Update Seminars
- In-House Training Programs
- IAML also offers proven DVD training products, including a 33 title Employment Law Series, and a 5 title Employment Law Compliance Program that features an optional testing and certification component.

For more information on these training programs, please see pages 16-17. To receive current brochures describing our other seminars and DVD products in detail, please call or write IAML. You can also visit us at www.IAML.com.

Quanex Building Products
 QVC Network
 RAI Services
 Raymond James Financial, Inc.
 RCN Telecom Services, LLC
 Red Classic Transportation Services
 Red Gold, Inc.
 Reedy Creek Improvement District
 Regeneron Pharmaceuticals, Inc.
 RentPath LLC
 Repsol North America
 Reyes Holdings LLC
 Rite Aid Corporation
 River Valley Child Development Services
 Road & Rail Services, Inc.
 Ropes & Gray
 Rubicon
 Ruiz Foods
 SAC Health System
 Safelite Group, Inc.
 Safeway
 Salesforce.com
 Salt Lake Community College
 Salt River Materials Group
 Saltz Mongeluzzi
 Samaritan's Purse
 San Manuel Band of Mission Indians
 Sandia National Laboratories
 Santander Bank, N. A.
 Savannah River Nuclear Solutions LLC
 Schaeffler Group USA Inc.
 Scholastic
 Schreiber Foods, Inc.
 Scout Investments
 Security First Insurance Co.
 Senior Aerospace Absolute Mfg.
 Senior Resource Group
 Service First Mortgage
 Shaw Industries Group, Inc.
 Shook Hardy & Bacon
 Signature Flight Support
 Silicon Valley Bank
 Sinclair Services Company
 Sinfoniarx
 Sitka Tribe of Alaska
 Skechers U.S.A., Inc.
 SkyOne Federal Credit Union
 Sloan Valve Company
 Smithfield Foods, Inc.
 Smithfield Packing Co., Inc.
 SOC Nevada, LLC
 Soka University
 Sonoco Products Company
 Sony Interactive Entertainment PlayStation
 Sony Pictures Entertainment
 SourceGas
 South Florida Water Management District
 SouthEast Alaska Regional Health Consortium
 Southeast Toyota Distributors, LLC
 Southern California Edison Company
 Southern Gardens Citrus
 Southern Nuclear
 Southern Star Central Gas Pipeline
 Southern Ute Indian Tribe
 Southwire Company
 Sparrow Health System, Inc.
 Spartanburg Community College
 Spring Mobile
 SRA International
 St. Charles Health System
 St. Jude Children's Research Hospital
 St. Louis Convention & Visitors Commission
 St. Louis Science Center
 Stantec
 Starz Entertainment, LLC
 State Education Resource Center
 State of Georgia
 State of Maryland
 State of Montana
 State of New Mexico
 State of Texas
 State of Utah
 State of West Virginia
 State of Wyoming
 Steadfast Companies
 Stewart Lubricants & Service Company
 Storm Industries, Inc.
 STP Nuclear Operating Company
 Sub-Zero Group, Inc.
 Suddenlink Communications
 SullivanCurtisMonroe Insurance Services
 Summit Midstream Partners
 Summit Pointe
 Sun Communities, Inc.
 Suncoast Hotel & Casino
 SunOpta, Inc.
 Suominen Nonwovens
 Superior Essex
 SupplyCore Inc.
 Surdyk, Dowd & Turner Co., L.P.A.
 Swisscom Cloud Lab
 Syngenta Corporation
 Synopsys, Inc.
 Sypris Solutions
 Sysco Los Angeles, Inc.
 Sysco Montana, Inc.
 TA Aerospace
 Table Mountain Casino
 Tableau Software Inc.
 Taghleef Industries Inc.
 Taylor Farms
 Teach for America
 Teletrac Navman
 Tennessee Valley Authority
 Tennessee Wildlife Resources Foundation
 Thermo Fisher Scientific Inc.
 Thiele Kaolin Company
 ThinkHR
 Thoughtworks, Inc.
 tiag
 Tiffany & Co.
 TIGHITCO Inc.
 Tillamook County Creamery Association
 Time Warner Cable
 T.JX Companies, Inc.
 T-Mobile USA, Inc.
 Tom's of Maine
 Toshiba International Corporation
 TowerJazz
 Toyota Motor North America
 Toyota North America
 TransFirst
 Travelers Companies
 Tri-City Medical Center
 TriNet Group, Inc.
 Tronox Inc.
 TRU Community Care
 TrueCar, Inc.
 TwentyEighty
 U.S. Department of Energy
 U.S. Department of Homeland Security
 U.S. Department of Veterans Affairs
 UBS
 UC Health
 Ultradent Products, Inc.
 Union Hospital, Inc.
 Union Pacific Corporation
 Union Telephone Company
 United Launch Alliance
 United Nations Federal Credit Union
 Universal Events
 University of Central Florida
 University of Chicago Medical Center
 University of Cincinnati
 University of Colorado
 University of Florida
 University of Guam
 University of Illinois
 University of New Mexico
 University of North Georgia
 University of Utah
 University System of New Hampshire
 URS Corporation
 Urschel Laboratories, Inc.
 USAA
 Utility Trailer Manufacturing Company
 Valencia College
 Valley Telephone Cooperative
 Vanguard Group, Inc.
 VCG Consultants
 Vector Security
 Vectren Corporation
 VentureTech Solutions, Inc.
 Vertex Education
 Vigilant
 Village of Melrose Park
 Virgin Orbit
 Visionist, Inc.
 Vogelsang USA
 VTM, Inc.
 W & W Steel, LLC
 W.K. Kellogg Foundation
 Wake Forest Baptist Health
 Walden Security
 Warner Bros.
 Warton Strategic
 Washington Closure Hanford, Inc.
 Washington Real Estate Investment Trust
 Washoe Tribe of Nevada & California
 Watchfire Signs
 WAWA, Inc.
 WCM Industries, Inc.
 Wegmans Food Markets
 Weiler Corporation
 Weis Markets, Inc.
 West Coast University
 West Virginia University Hospitals
 Western & Southern Financial Group
 Western Elite
 Western Energy Co.
 Western Land Services
 Western Mesquite Mines, Inc.
 Westmoreland Coal Co.
 Whole Foods Market, Inc.
 Wiley Rein
 Williams Companies, Inc.
 Williamson-Dickie Manufacturing Co.
 Wilsonart International, Inc.
 Witherspoon Kelley
 Wolf Creek Nuclear Operating Corp.
 Wolters Kluwer Tax & Accounting US
 Woodley's Fine Furniture
 World Education Services
 World Vision International
 Wounded Warrior Project
 Wright Medical Technology, Inc.
 Xcel Energy
 Yahoo! Inc.
 YMCA of Greater Seattle
 York Risk Services Group, Inc.
 Yoshinoya America, Inc.
 Zachry Industrial Inc.
 Zagg, Inc.
 Zaycon Fresh LLC
 Zippo Manufacturing
 Zodiac Aerospace
 Zodiac Oxygen Systems US
 Zodiac Pool Systems, Inc.

“Great class with two great instructors. Enjoyed their story telling and listening to other participants share their experiences.”

Claudia Rafello
Vice President, Global HR & Operations
Jivox Corporation
San Mateo, California

“Enjoyed the instructors; both were very knowledgeable.”

Jennifer Messina, PHR
Human Resources Manager
CC Industries
Chicago, Illinois

“I thoroughly enjoyed this program. The content was very well thought out and discussed. Both instructors were very knowledgeable and entertaining. The time in class passed by quickly.”

Kelly Watts, PHR, SHRM-CP
Talent Acquisition & Employment Director
Jackson Electric Membership Corporation
Jefferson, Georgia

“All the presenters were very knowledgeable and very engaging.”

Rex Kirk
Principal Workforce Relations Consultant
XCEL Energy Services Inc.
Levelland, Texas

“I could not have been more pleased with the choice of instructors for the classes. All of them were outstanding!”

Marlon Fleming
Regional Manager
Autozone, Inc.
Indianapolis, Indiana

“Brenda [Heinicke] is a great facilitator. It was much more in depth than other seminars I have attended.”

Connie Washington
Director, Talent & Culture
Progressive Leasing
Draper, Utah

Please note: Due to space limitations we are unable to provide a complete list of organizations who have participated in IAML programs 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 IAML. Our apologies to those organizations we were able to list.

"The program was well designed. Each section built on the last, so it was structured, and the learning was ordered. Pace was adjusted to suit the participants. The presenters were engaging and authentic and their ability to bring in real life examples to discuss and analyze really helped with developing of knowledge base."

Leanne White
People Leader, U.S.
GHD Services Inc.
Houston, Texas

"Presenters were excellent and interactive. Very happy with the program. I learned a lot!"

Jennifer Boschi
Crew Relations
Vanguard Group, Inc.
Wayne, Pennsylvania

"I thought the content of the course was brilliant. Having 4 legal professionals there was really beneficial and it was great to get so many different perspectives on so many topics."

Sara Draper, SHRM-CP
Human Resources Generalist
Sandia National Laboratories
Albuquerque, New Mexico



IAML's Executive Director Robert M. Lee with a recent IAML attendee.

Best Practices Insights

IAML's programs do more than just provide you vital information...they provide you with the "best practices" insights you need to confidently function at your best.

Seminar Content

Overview

The Certificate in Employee Relations LawSM Seminar is divided into three "blocks" of instruction, with the blocks presented over 4½ consecutive days at many locations nationwide.

Please see the seminar schedule (pages 10 and 11) for details regarding specific locations and faculty.

The extensive materials for each block of instruction are used as a resource during the seminar, and designed to serve as desktop references on the job.

Block I: Labor Law in the Union and Non-Union Workplace

Overview of Laws Governing the Employer-Union Relationship

- Analysis of the provisions of the National Labor Relations Act and other applicable laws.
- Practical guide to understanding and successfully dealing with the National Labor Relations Board.

Practical Guidance for Managing Non-Unionized Employees

- How to minimize legal risk through good hiring practices.
- Identification of the most important employment policies.
- How to use performance evaluations effectively.
- The keys to avoiding an employment-related lawsuit.
- How to conduct effective internal investigations.
- Managing leaves of absence effectively.
- Why employees unionize—recurring problems in the non-union workplace.
- Preventive measures to avoid union organizing efforts.

NLRA Protected Concerted Activity and Handbook Issues for Non-Union Employers

Changes in the Law and How they Affect You—The Election Process

- Examination of election procedures—statutory provisions and NLRB processes.
- How to conduct a legal and effective campaign against unionization.

Collective Bargaining

- What should management want in a collective bargaining agreement?
- How to get what you want out of the collective bargaining process.
- Extent of duty to bargain in good faith.
- The correlation between collective bargaining agreements and employee handbooks.

Strikes and Picketing Activity

- Legal limits on strikes, picketing, and employer responses.
- Legal remedies and best strategies for dealing with actual or threatened strikes, picketing, and boycotts.

Operating Under a Collective Bargaining Agreement

- Living with a collective bargaining agreement.
- Making effective use of the grievance procedure.
- Preparing for and winning arbitration cases.

Block I: Labor Law in the Union and Non-Union Workplace

Monday and Tuesday
8:00 AM - 4:00 pm

Block II: Employment Discrimination Law

Wednesday and Thursday
8:00 AM - 4:00 pm

Block III: Special Issues in Employee Relations Law

Friday 8:00 am - 12:00 noon

Successorship and the Law

- Buying a business whose employees are unionized
- Understanding your rights and liabilities in mergers and acquisitions.

Ending the Union Relationship

- The decertification process.
- Other non-election means through which to legally end the relationship.

Block II: Employment Discrimination Law

A survey course that examines legal theories under Title VII and other Civil Rights Acts, including discrimination and harassment based upon race, sex, religion, national origin, age, and disability.

- Analyzes race, color and national origin discrimination claims under Title VII and the Post-Civil War Civil Rights Acts.
- Examines the various theories of sex discrimination, including such issues as pregnancy discrimination, employee benefits design and equal pay.
- Discusses sexual and other types of harassment, investigations and policies employers need to mitigate their risk of liability.
- Reviews trends in protecting the rights of persons based on sexual orientation.
- Updates religious discrimination issues, including employer obligations to accommodate employees' religious practices..

Strategies and Practical Advice for Dealing with Issues Under the Americans with Disabilities Act and the Family and Medical Leave Act

- A thorough examination of the Americans with Disabilities Act and the effective handling of the disabled employee, including a discussion of the changed standards under the Americans with Disabilities Act Amendment Act.
- An analysis of current decisions interpreting an employer's rights and responsibilities under the Americans with Disabilities Act.
- An examination of the Family and Medical Leave Act, its regulations, and recent cases dealing with leave issues.

An Update on Developments in the Law Under the Age Discrimination in Employment Act

- An examination of developing legal issues, including disparate impact claims and defenses.
- A review of issues associated with employee benefits designs, especially severance benefits..

Resolving Discrimination Claims Without Litigation

- Resolving complaints internally and encouraging employees to use your procedures.
- Avoiding litigation through binding arbitration..
- A discussion of recent court decisions concerning the enforceability of agreements to arbitrate employment claims and class claims.

Litigating Discrimination Claims

- A review of the case handling process under EEOC regulations.
- How to win your case at the administrative level.
- An examination of effective litigation strategies.
- Avoidance of retaliation claims.
- Settlement strategies, including pre-charge settlements as well as settlements in conjunction with agencies.

An Examination of Affirmative Action

- A detailed discussion of voluntary affirmative action trends.
- An examination of the requirements of Executive Order 11246 for government contractors.
- How to prepare affirmative action plans.
- Dealing with the OFCCP effectively.
- Update on judicial opinions regarding affirmative action and "reverse discrimination."

Block III: Special Issues in Employee Relations Law

This block will address specific employment law/labor law issues of interest to participants not covered in Blocks I and II plus up-to-the-minute laws, regulations and court decisions. Topics may include:

Wage and Hour Issues

An examination of the Fair Labor Standards Act and regulations affecting the categorization of employees as exempt from minimum wage and/or overtime premium pay and calculating overtime premium pay under various pay arrangements.

Wrongful Discharge Litigation

An examination of the various theories of recovery arising from employee discipline and discharge. An examination of litigation prevention techniques including practical suggestions regarding employment policies, internal review procedures, and discipline/termination decision making and implementation.

- Assessments of effective litigation strategies in response to these developments.
- A discussion of post-employment inquiries and the use of separation agreements as a litigation avoidance tool.
- State Wrongful Discharge Law

Employment-Related Tort Litigation

- Defamation claims arising from communications to employees, other employers, customers and others.
- Intentional infliction of emotional distress.
- Intentional interference with contract or prospective business advantage.
- Fraudulent or negligent misrepresentation.
- Negligent hiring, supervision entrustment and supervision.

Alternative Dispute Resolution

- Pros and cons.
- Utilization of arbitration agreements.
- Features of an effective ADR System.

Substance Abuse in the Workplace

- Legal restrictions and considerations in developing and implementing effective policies and programs.

Workplace Privacy Claims

- Workplace searches and related issues.
- Employee monitoring and pending legislation.
- Emerging types of claims.

Protecting Confidential Information

- What is protectable.
- How to protect it.

Professional Education

Human Resource Certification Institute (HRCI)

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

Society of Human Resource Management (SHRM)

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

Continuing Legal Education Credits

California and Pennsylvania: This 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. IAML certifies that this activity conforms to the standards for approved education activities prescribed by the rules and regulations of the State Bars of California and Pennsylvania governing minimum continuing legal education.

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

American Alliance of Paralegals

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

International Foundation of Employee Benefit Plans

Earn 29.75 Continuing Education Credits towards CEBS recertification.

American Society for Healthcare Human Resources Administration (ASHHRA)

This 4 1/2 day seminar is eligible for CHHR recertification credit.

"The instructors were amazing! I loved they used real life cases in their teachings. It was very interactive which was very helpful."

Samantha Pulvermacher
Human Resources
Sub-Zero Group, Inc.
Fitchburg, Wisconsin

"Thank you for a great session. I think the attorneys were well informed and energetic. Both were valuable contributors to their fields and imbued us with as much knowledge as they could in two or three days."

Tanya C. Vazquez
Human Resources Investigator
Toyota Motor North America
Plano, Texas

"The content of the class combined with the competence of the facilitators made this class a worthy investment. I feel that I was able to gain understating into topics that I would normally not be exposed at a high level of insight."

Laura Pena
East Regional Director,
People & Culture
Ikea North America Services, Inc.
Brooklyn, New York

"I was very impressed with the content. It was very comprehensive. Wayne Williams is an incredible presenter. I am very pleased I attended."

Don Beck, PHR
HR Engagement Manager
O'Reilly Automotive Stores, Inc.
Springfield, Missouri

"The attorneys that were brought in to teach were great! They created a very open environment and allowed us to openly ask questions."

Nicole Wheeler
HR Generalist II
Citi Trends, Inc.
Savannah, Georgia

Faculty Biographies

A Superb Faculty

IAML's faculty is not only highly qualified and well credentialed, they also possess the platform skills to make IAML programs stimulating, interesting and memorable. Remarkably, many faculty have been presenting IAML programs for more than two decades.

IAML's faculty is totally committed to creating and presenting seminars that are practically-oriented, completely current and both enjoyable and worthwhile for participants.

GAVIN S. APPLEBY



is a partner with the law firm of Littler Mendelson P.C. He previously was Chief Litigation Counsel with Kimberly-Clark Corporation. He received his B.A. degree from West Virginia Wesleyan College (magna cum laude) and his J.D. degree from the University of Virginia. In the course of his career, Mr. Appleby has tried or arbitrated in excess of 150 cases. He has handled over 75 union campaigns, none of which resulted in continuing union representation at any of the facilities in question.

Mr. Appleby is a member of the American Bar Association and The State Bar of Georgia. He has written a number of published articles on employment and labor law issues, and is the co-author of a text on pre-employment testing. Mr. Appleby is the instructor in IAML's Certificate in Conducting Lawful Workplace Investigations Seminar and he also teaches many of IAML's in-house programs. Mr. Appleby is consistently rated one of IAML's best instructors. Participants value Mr. Appleby's practical and realistic approach to employment issues, and his relaxed but professional presentation skills.

STEPHEN L. BERRY



is a partner with the law firm of Paul, Hastings, Janofsky & Walker LLP and is Chair of the Employment law department in the firm's Costa Mesa, California office. Mr. Berry is a Fellow in the American College of Labor and Employment Lawyers, and has been named in The Best Lawyers in America. He received his J.D. degree from the J. Reuben Clark School of Law at BYU, where he was an associate editor of the Utah Bar Journal and was a member of the Order of Barristers. Mr. Berry

specializes in the representation of public and private employers in all aspects of employment law and labor relations, including defense of wage and hour class actions and providing preventative advice and counseling. Mr. Berry has been on the faculty of IAML for over 20 years, is a frequent lecturer on employment law topics and has authored articles on a variety of employment law topics, including "Wrongful Termination: Ten Keys to Avoiding a Day in Court."

BLAKE R. BERTAGNA



is an associate in the Employment Law Department of Paul Hastings where he defends employers in both the federal and state courts in complex employment litigation, including class action and multi-plaintiff employment discrimination lawsuits, wage and hour class and collective actions, and trade secrets and restrictive covenant matters, as well as individual cases for discrimination, harassment, retaliation, wrongful discharge, and other statutory, contract, and tort claims. He received his J.D. from BYU's J. Reuben Clark Law School.

JAMES P. CARTER



is a partner in the Employment Law Department with Jackson Lewis, in its Orange County, California office, where he concentrates his practice in the defense and counseling of employers on all aspects of employment law, including employment discrimination, harassment and wrongful termination litigation, wage and hour claims, breach of contract claims, and workers' compensation issues. Mr. Carter brings to this practice prior litigation experience as a workers' compensation applicant's attorney and litigation counsel for the insurance industry. He received his J.D. degree from BYU's J. Reuben Clark School of Law.

BRIGHAM M. CHENEY



is a partner in the Labor and Employment practice with Atkinson, Andelson, Loya, Ruud & Romo. He represents employers in all aspects of labor and employment law. His traditional labor practice includes representing employers in collective bargaining negotiations, critical work stoppage scenarios, grievance arbitrations, contract administration, business transactions, technology implementation, and litigation of unfair labor practice charges before the National Labor Relations Board. Mr.

Cheney received his B.A. from Brigham Young University and his J.D. from the University of Chicago Law School. Mr. Cheney was selected by Southern California Super Lawyers as a Rising Star in the field of Employment & Labor Law for eight years (2009-2011 and 2013-2017).

RAYMOND M. DEENY



is a resident partner of the firm Sherman & Howard. He is a member of the firm's three person executive committee. He 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 is substantially experienced 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, in 1974 and law degree, cum laude, in 1977 were conferred by Arizona State University. Mr. Deeny is a highly popular 25+ year veteran instructor. In addition to presenting IAML's Advanced Conferences, he is also featured in IAML's extensive DVD-based training products. Mr. Deeny's engaging sense of humor, savvy insights and terrific platform skills earn him consistently outstanding ratings from participants. He is widely regarded to be among the nation's finest employment law instructors.

SARA HAMILTON



is an Associate in the Atlanta office of Thompson Hine where she advises businesses on all aspects of the employment relationship, including leave, pay methods and classifications, hiring and layoff, and protection of key relationships. She also advises clients on union avoidance, during and after union election campaigns, and when administering CBAs. She has obtained favorable outcomes for clients before the NLRB and has particular experience with Section 301 of the LMRA. Prior to joining Thompson Hine she represented the largest employer of Teamsters labor nationwide and prepared white papers on labor issues for a national trade organization. In 2017 and 2018, Ms. Hamilton was the youngest lawyer selected by class year to the list of Rising Stars in Employment & Labor by Georgia Super Lawyers. She received her J.D. from Emory University School of Law

BRENDA K. HEINICKE



is an attorney in private practice in Colorado Springs, Colorado. Ms. Heinicke opened her own law firm in March 2005 where she specializes in representing employers in a broad range of workplace issues. Her expertise encompasses advising and defending human resources professionals and managers on compliance matters related to federal, state, and local labor and employment laws, including anti-discrimination laws, wage and hour laws, drug and alcohol policies and testing procedures, workplace privacy issues, wrongful termination, non-compete agreements and contract issues. Ms. Heinicke is committed to assisting her clients in implementing and complying with best practices in the workplace designed to avoid costly and time-consuming litigation. To that end, she has been a key presenter for IAML in both public and on-site seminars for more than 15 years. Ms. Heinicke is unique in her ability to combine hands-on, practical solutions to legal issues with a high degree of energy and a keen sense of humor. Ms. Heinicke graduated from the University of Denver School of Law, where she received her JD, with honors. Prior to launching her own firm, Ms. Heinicke served as a criminal prosecutor and for eight years in the labor and employment department of a large Denver-based firm.

JACQUELINE E. KALK



is a partner with Littler Mendelson P.C. where she represents and counsels management clients in a wide variety of industries, including manufacturing, construction, crowd sourcing and virtual companies. Her practice encompasses a broad range of employment law matters, with a particular focus on independent contractor classification and wage and hour litigation and analysis. She litigates individual, class and collective claims of all types, appearing in state and federal courts and before administrative agencies on matters such as: Independent contractor classification, Wage and hour, Equal pay and Equal employment matters. Ms. Kalk's expertise extends to counseling management on how to properly classify workers, avoid litigation and develop necessary policies and practices. She received a J.D., magna cum laude, from Syracuse University College of Law and a BA, summa cum laude, from University of North Dakota.

SAM MATCHETT



is the Founder of The Matchett Group LLC. Prior to founding his career coaching; employment training; investigations; and D & I consulting firm he was a Diversity Partner in King & Spalding's Atlanta Labor & Employment Practice Group. He concentrates his practice on employment relationship matters, with an emphasis in employment law litigation in both state and federal courts, governmental agencies, and arbitration tribunals. He is admitted to practice before the United States Supreme Court and several appellate courts. Mr. Matchett received his J.D. from the University of Georgia. He has served as a faculty member for IAML for several years.

PATRICK R. SCULLY



is a partner in the Labor & Employment Department of Sherman & Howard's Denver office. He represents employers in all aspects of labor relations, including trials and representation cases before the NLRB, state and federal court litigation, contract negotiation, grievance and arbitration, strikes, boycotts, corporate campaigns and other labor disputes. Mr. Scully also represents employers on various employment law matters including state and federal court litigation of claims for violations of Title VII, the Americans with Disabilities Act and other allegations of discrimination. Previously, Mr. Scully was in-house counsel for the Oil, Chemical and Atomic Workers International Union, a staff attorney at the National Labor Relations Board, and Associate General Counsel for Anheuser-Busch Companies, Inc. He is an honors graduate of St. John's University School of Law.

EMILY D. SHODA



is an Associate in the Atlanta office of Littler Mendelson P.C. where she advises and represents management in a broad range of employment matters. A large part of her practice is devoted to advising employers on difficult employment issues related to reductions-in-force and other downsizing issues. In addition, she has significant experience with HR and compliance audits, arbitration agreements, EEO laws, FMLA, and ADA. She also regularly defends single-plaintiff employment cases brought in federal and state courts as well as claims involving employment discrimination, retaliation and harassment before the EEOC as well as many state agencies. She received her J.D. from the University of Memphis Cecil C. Humphreys School of Law.

BRYAN STILLWAGON



is Vice President and Associate General Counsel at Unifi. Prior to joining Unifi, he was a Partner in Thompson Hine's Atlanta office. His experience covers a broad spectrum of issues affecting the employer-employee relationship. In addition to defending against numerous claims brought by plaintiffs and the EEOC under Title VII, the ADEA, and the ADA, Mr. Stillwagon has spent significant time advising and defending clients in exempt status and independent contractor matters under the FLSA on both an individual and collective action basis. He was listed in *Georgia Trend's* 2013 Legal Elite and is the co-author of "How Much Leave is Enough? Reasonable Accommodation, Undue Hardship, and the Intersection of the FMLA and the ADA," published in the *Employee Relations Law Journal* (Spring 2014). Mr. Stillwagon earned his J.D., *cum laude*, from the University of Georgia School of Law and his B.A. in International Affairs with a minor in Spanish, *summa cum laude*, from the University of Georgia.

GREGG JAY TUCEK



is an attorney and Vice President of Legal Affairs for Bashas', Inc. Formerly, he was a partner with the law firm Sherman & Howard where he practiced exclusively in the area traditional labor and employment law. He represented employers in preventing and defending lawsuits in personnel-related litigation brought by individuals and government agencies. He is a member of the Labor and Employment Law Section of the Arizona and American Bar Associations. He received his law degree, *cum laude*, from William Mitchell College of Law. Mr. Tucek's high-energy presentations feature "street-smart" insights and legal expertise.

WAYNE W. WILLIAMS



is an attorney in private practice in Colorado Springs. His practice includes employment discrimination and wrongful discharge litigation, employment law advice, traditional labor law, and wage and hour law. He received his J.D. degree from the University of Virginia where he was on the editorial board of the *Journal of Law and Politics*. He has been an IAML instructor for more than 20 years, lecturing extensively throughout the country on various employment law topics.

WILLIAM A. WRIGHT



is a member in Sherman & Howard LLC's Denver office. He represents large and small employers in state and federal litigation and administrative proceedings over employment issues, including discrimination, retaliation and whistle-blowing, contract and tort claims, and employee benefits. He also advises employers on a broad range of issues, including employment policies and practices, employment contracts, covenants not to compete, employee relations, and discipline and discharge. Mr.

Wright received his law degree from the University of Chicago School of Law, his Ph.D. in Philosophy from the University of North Carolina, and his B.A. with highest honors from Purdue University.

JOHN F. WYMER, III



is a partner with the law firm of Thompson Hine in their Atlanta, Georgia office, specializing in labor and employment law on behalf of management clients. He received his B.A. from the University of Alabama in 1971 and J.D. from the University of Virginia in 1974. Mr. Wymer is a member of the ABA and a member of the Committee Development of the Law under the NLRA. Since 1995, Mr. Wymer has been listed in the publication, *Best Lawyers In America* in the areas of Labor and Employment Law. In 2001, Mr. Wymer was elected as a Fellow by The College of Labor and Employment Lawyers. Mr. Wymer is among the nation's most sought after speakers. He presents parts of the Certificate in Employee Relations Law and Advanced Conferences (which he has done for more than 25 years!). He is also featured in IAML's DVDs. Mr. Wymer has extraordinary teaching skills, a witty and engaging delivery style, and the legal skills and knowledge to make his presentations extremely valuable and entertaining too.

AMY J. ZDRAVECKY



is a partner in the Chicago and Grand Rapids offices of Barnes & Thornburg and a member of the firm's Labor and Employment Law Department. She counsels employers throughout the country on traditional labor relations and employment law matters; focusing specifically on National Labor Relations Board proceedings, union-organizing campaigns and NLRB elections, arbitrations, collective bargaining and other contract negotiations and employment discrimination issues. She was recognized on the Illinois Super Lawyers list for Employment & Labor in 2017 and in Chambers USA from 2009-present. She has been listed in *Leading Lawyers* from 2014-present for her labor and employment work. She received her JD from the University of Michigan Law School.

"The seminar was very helpful, enjoyable and engaging. I did recommend the seminar to my HR Director."

Shavona Booker
Human Resources Administrator
City of Riviera Beach, Police & Fire Personnel
Riviera Beach, Florida

"Excellent seminar. Jim Carter presented us with some great thought-provoking scenarios that made us put on our critical thinking caps as we worked through them."

Elina Rojas, PHR, SHRM-CP
Labor & Employee Relations Representative
Orange County Transportation Authority
Orange, California

"I enjoyed the program, it's always nice to get participation from the group with real-life experiences."

Joni Allen
Sr. Manager, Employee Relations
Red Gold, Inc.
Elwood, Indiana

"I enjoyed the opportunity to delve deeper into the issues we regularly face. Receiving the insights of the instructors from real-world examples, was extremely helpful. Thank you for the time that you put into these classes."

Zachary Englander
Division Total Rewards &
Associate Relations Manager
QFC, a Kroger Company
Bellevue, Washington

"Jackie Kalk was an exceptional speaker who provided a wealth of information in an engaging way. As the VP of Human Resources in a small business (in addition to other duties), this was a perfect "one stop seminar" to cover the topics that are pertinent to our business and to give us the information we need to protect ourselves from future claims in a variety of areas. In setting up our policies and procedures correctly now, we avoid possible negative repercussions in the long-term."

Catherine Rice
Vice President, Operations/Human Resources
Orion Consulting Group, Inc.
Derwood, Maryland

In-House Training

Why use IAML's In-House Training?

Flexibility

Content, schedule, length and location are tailored to your needs.

Cost-Effective

Travel savings and other savings can be substantial.

IAML's Finest Faculty

IAML matches your specific needs to the skills and experience of only our highest-rated faculty.

Track-Record

More than 99.5% of all participants have rated IAML's in-house training as beneficial and worth the investment of time and money.

References

IAML is pleased to provide references relating to our experience, track record and capabilities.

Risk-Free

IAML's in-house training is so effective and well received, we guarantee your satisfaction.

Please call Bob Lee, Executive Director of IAML at (949) 760-1700 to discuss your in-house training needs and how we might help.

In-House Clients include:

- Airbus Americas, Inc.
- American Family Insurance Co.
- AmSurg Corporation
- AutoZone, Inc.
- Baylor College of Medicine
- Bright Futures Residential
- Center City District
- Chickasaw Nation
- Christopher & Dana Reeve Foundation
- City of Ontario (CA)
- City of Overland Park (KS)
- Claremont University
- Commerce Casino & Hotel
- Copper River Native Association
- Deere & Co.
- Discover Financial Services
- Fairbanks Native Association
- Harcros Chemical
- Kellermeyer Bergonsons Services
- Mountain America Credit Union
- Nationwide Mutual Insurance
- Nature's Bounty Co.
- Nihon Kohden America, Inc.
- Northern Panhandle Head Start
- Pearson Higher Education Services
- Powell Industries, Inc.
- Premier, Inc.
- Reedy Creek Improvement District
- Rutgers University
- Safelite Group Inc.
- Skechers U.S.A., Inc.
- Socorro Independent School District
- Sun Communities, Inc.
- The Home Depot
- ThedaCare
- Time Warner Cable
- USAA
- Vanguard Group, Inc.
- Wal-Mart Stores, Inc.

In-House Titles

IAML can customize any of our 4 day seminars or 2 day seminars, workshops or conferences to fit your on-site training needs. In addition, some of our most popular compliance topics include:

- California AB1825 Harassment Training
- Conducting Effective Negotiations
- Conflict Resolution
- Developing Coaching & Consulting Skills
- Diversity & Inclusion
- Employee Benefits 101
- Employee Relations for Executives
- Employment Compliance Law
- Health & Welfare Plans
- How to Properly Conduct Workplace Investigations
- HR Strategic Management & Planning
- Labor Relations 101
- Leadership Skills for Executives
- Mediation and Arbitration
- Overview of Employment Laws for Supervisors & Managers
- Positive Employee Relations for Supervisors & Managers
- Retirement Plans
- Sexual Harassment Prevention
- Supervising & Managing a Diverse Workplace
- Train-the-Trainer (any employment law topic)
- Workplace Harassment & Discrimination Avoidance
- Workplace Violence/ Workplace Bullying Prevention

"Very worthwhile. I highly recommend all supervisors and managers attend."

Michael Muse
Recreation and Community Services Coordinator
City of Ontario
Ontario, California

"The instructor covered several areas I really never knew affected our views of investigations. It was a great seminar."

Robert Amador, RN
Assistant Nurse Manager
Socorro Independent School District
El Paso, Texas

"By far the most tangible information received from a training. Ready to use the information in a practical way immediately."

Meredith Whitworth
Employee Relations Generalist
Chickasaw Nation
Ada, Oklahoma

IAML DVD Training

Employment Law Compliance ProgramSM

Certification Program for Supervisors and ManagersSM



John F. Wymer III (left) Partner in Thompson Hine and Raymond M. Deeny (right) Partner in Sherman & Howard on the production set.

IAML's self-contained DVD-based compliance training for supervisors and managers offers employers a powerful tool to improve business practices and greatly reduce risks from employment related lawsuits.

In fact, recent Supreme Court decisions practically require employers to provide training in lawful employment practices to every supervisor and manager. Complicated employment laws such as sexual harassment, employment discrimination, ADA, wrongful termination, and other issues present substantial risks for employers and impact every organization. Supervisors and managers especially need training in these subjects to improve their effectiveness and reduce their exposure to costly lawsuits.

IAML's Employment Law Compliance ProgramSM attacks these critical training issues head-on by providing a total training solution, which is easy to implement. The program features Raymond M. Deeny and John F. Wymer, III, popular IAML presenters and nationally renowned employment attorneys.

The solution consists of three components:

- 1. A five-title DVD series** designed specifically to train supervisors and managers in critical employment law topics.
 - Laws That Prohibit Discrimination In The Workplace: What They Are And What They Mean (23 min.)
 - Harassment In The Workplace: Understanding It And Preventing It (16 min.)
 - Understanding The Americans With Disabilities Act (19 min.)
 - Hiring Employees—Avoiding Costly Mistakes; And When Discharge Becomes Unavoidable—How To Do It Right (33 min.)
 - Using The Best Employment Practices On The Job (22 min.)
- 2. A written test** that can be sent to supervisors and managers after they complete viewing the tapes. The test is prepared and administered by IAML.
- 3. Certification by IAML** can be issued to both the employee and the employer signifying that satisfactory completion of the training has been accomplished.

IAML testing and certification are optional.

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

IAML 33-Title Employment Law DVD Series

Solutions for Every Employer

These DVD's feature Raymond M. Deeny and John F. Wymer, III, nationally prominent employment lawyers. They have the knowledge, experience and savvy to make these topics interesting and effective for their target audience. It's no wonder that these DVD's are already being used very successfully by thousands of organizations. Whether you have 50 employees or 50,000, these DVD's can be the cornerstone of a cost-effective program to prevent employment law problems. If these DVD's help you avoid even one lawsuit, even one that you win, they will be a terrific investment.

- 1** Lawful and Effective Discipline and Termination: Avoiding Wrongful Terminations (20 minutes)
- 2** Discrimination Laws: What Supervisors and Managers Need to Know (19 minutes)
- 3** Avoiding Sexual Harassment Problems in the Workplace (30 minutes)
- 4** Substance Abuse in the Workplace: Guidelines for Supervisors and Managers (20 minutes)
- 5** The ADA: Guidelines for Supervisors and Managers (24 minutes)
- 6** Understanding the Family and Medical Leave Act (24 minutes)
- 7** Avoiding Violence in the Workplace (20 minutes)
- 8** Effective Interviewing and Screening (15 minutes)
- 9** Evaluating Employees: Doing it Right! (18 minutes)
- 10** Alternative Approaches to Costly Litigation (18 minutes)
- 11** How to Investigate and Respond to Sex and Other Harassment Charges (27 minutes)
- 12** How to Respond to EEOC Charges (27 minutes)
- 13** Contract Employees: The Co-Employment Dilemma (23 minutes)
- 14** Handling the Problem Employee (26 minutes)
- 15** How and When to Settle Complaints and Other Employment Lawsuits (37 minutes)
- 16** Positive Employee Relations (20 minutes)
- 17** Supervisors/Managers Role in a Union Campaign (23 minutes)
- 18** Auditing Your Employment Practices (25 minutes)
- 19** Employee Relations Primer (10 minutes)
- 20** Employment Laws That Every Employer and Manager Needs to Know (26 minutes)
- 21** Avoiding Age Discrimination Problems in the Workplace (28 minutes)
- 22** Privacy Issues in the Workplace (20 minutes)
- 23** How to Avoid Legal Problems Arising from Downsizing and Restructuring (31 minutes)
- 24** Managing Internal Investigations (28 minutes)
- 25** The "Bermuda Triangle": ADA, FMLA, and Workers' Compensation Laws (23 minutes)
- 26** Employment Law Issues in the Digital Age (34 minutes)
- 27** Avoiding Employment Law Landmines: Deeny's and Wymer's Tips (30 minutes)
- 28** Employment Law for Marketing and Sales Professionals (27 minutes)
- 29** How to Reduce the Risks of Class Action Lawsuits (24 minutes)
- 30** Current Issues in Harassment: What Managers and Supervisors Need to Know (22 minutes)
- 31** How to Give Your Best Deposition or Testimony: Practical Do's and Don'ts (30 minutes)
- 32** Workplace Retaliation: What It Is and How to Avoid the Risks of Claims (13 minutes)
- 33** How to Handle Electronically Stored Information (ESI): Guidelines for Supervisors and Managers (11 minutes)

Invest with Confidence

IAML's **Certificate in Employee Relations LawSM Seminar** has been synonymous with quality and value since 1979. Every aspect of the program is geared to ensure the most worthwhile and enjoyable program possible. Our gifted faculty, unparalleled materials, and current course content have produced tens of thousands of highly satisfied participants – year after year.

Why take chances with your professional development, not to mention your valuable time and money? Invest in a program you can trust, a proven seminar that can make a difference to you professionally – the **Certificate in Employee Relations LawSM Seminar**.

“I enjoyed the seminar, the instructors were very informative and kept me interested.”

Katherine Bullock
Payroll Administrator
GAIAM Inc.
Louisville, Colorado

“I thoroughly enjoyed the seminar. Thank you for so much valuable information and for great case examples.”

Amelia Gowdy
Human Resources Business Associate
Miami-Dade County Housing Finance Authority
Miami, Florida

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:
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 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 wish to attend, please call IAML. Through IAML's contacts, there is a good possibility that we can help you secure a reservation at the seminar hotel.

Costs/Schedule for the Live, In-Person Seminar

The fee for the full 4½ day Certificate in Employee Relations LawSM Seminar is \$2,375.00 which includes extensive, specially prepared seminar materials and coffee breaks daily. Registration fees for those wishing to enroll in only portions of the program are:

- Block I: \$1,050.00 (2 days)
- Block II: \$1,050.00 (2 days)
- Block III: \$550.00 (½ day)

Program schedule:

Monday through Thursday, 8:00am to 4:00pm

Friday, 8:00am to 12:00 noon

Tax Deduction

A tax deduction may be applicable for all expenses of continuing education (includes registration fees, travel, meals and lodging) undertaken to maintain and improve professional skills. (Treas. Reg. 1-16205 Coughlin vs. Commissioner, 203F2D307). Please consult your tax advisor for more details.

Discounts

Once an organization has registered a representative for any of the full, 4½-day Certificate in Employee Relations Law seminars, subsequent registrants from the same organization are entitled to a discount. A \$200 discount will be given for each subsequent 4½ day registrant. A \$50 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.

Payment Options

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 also 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. You may substitute an associate at any time.

Group Discounts

Many organizations are already enjoying the benefits of group discounts to attend IAML public seminars. If your organization sends 5 or more representatives to IAML seminars in a 12 month period, you are eligible to receive the group discount. Employees need not attend the same IAML seminar or location to qualify for the group discount. To determine if your organization already qualifies for the group discount, or if you have any questions about IAML's discount opportunities, please call us at (949) 760-1700.

Registration Form

The Certificate in Employee Relations LawSM Seminar

I wish to register for the following Seminar:

I am registering for:

Complete Seminar

Only the Block(s) indicated below:

Block I (Mon. & Tues.) Block II (Wed. & Thurs.) Block III (Fri.)

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

Nashville, Tennessee October 18, 2021

Las Vegas, Nevada October 25, 2021

Name: Mr. Ms. _____

Bus. Phone: _____ Ext.: _____ Fax#: _____

E-mail Address: _____

Title: _____

Employer: _____

Employer Address: _____
(Please include mail stop if required)

City: _____ State: _____ Zip: _____

Name as you would like it to appear on certificate (full seminar registrants only):

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

Total Fees Due (see opposite page): \$ _____

Please make checks payable to IAML IAML's Federal I.D. #95-3548502

Enclosed please find:

Check 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

www.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. Our fax line is open 24 hours a day.

BY E-MAIL

Please e-mail your registration from our web site: www.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 confirmation within 3 business days please call IAML at (949) 760-1700.

