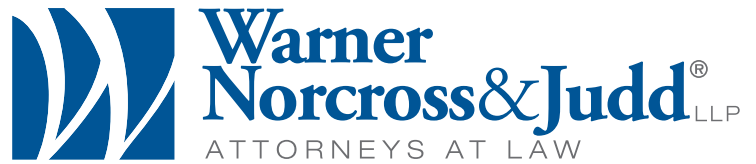


A Better Partnership®



This program has been awarded 6 hours of general credit.

The Changing World of HR

Amway Grand Plaza
Grand Rapids, MI
May 2, 2012

A power-packed day for Benefits and HR professionals

➤ *“Great presenters, good timing, good organization, great topics, venue & accommodations always good.”*

➤ *“Good variety of topics – timely issues.”*

➤ *“All speakers were very knowledgeable and willing to answer questions.”*

Register Online at http://WNJ.com/2012_HR_Seminar

GRAND RAPIDS | HOLLAND | LANSING | MUSKEGON | SOUTHFIELD | STERLING HEIGHTS

WNJ.com

Join us for an information-packed morning of employee benefits programs including the latest court rulings and how they affect your business, an update on health care reform and the latest on fiduciary issues and wellness programs. The afternoon sessions feature labor and employment programs including talent management, record keeping, FMLA, and a regulatory and legislative update.

May 2, 2012

Agenda at a Glance

7:15 am – 8:00 am	Registration & Continental Breakfast
8:00 am – 8:15 am	Welcome and General Session
8:15 am – 9:15 am	Employee Benefits Sessions 1
9:15 am – 9:30 am	BREAK
9:30 am – 10:30 am	Employee Benefits Sessions 2
10:30 am – 10:45 am	BREAK
10:45 am – 11:45 am	Employee Benefits Sessions 3
11:45 am – 12:45 pm	Lunch
1:00 pm – 2:00 pm	Labor & Employment Law Sessions 4
2:00 pm – 2:15 pm	BREAK
2:15 pm – 3:15 pm	Labor & Employment Law Sessions 5
3:15 pm – 3:30 pm	BREAK
3:30 pm – 4:30 pm	Labor & Employment Law Sessions 6

Pricing

Full-Day Program	WNJ Client	Non-Client
Online materials	\$140	\$190
Flash drive	\$155	\$205
Binder	\$180	\$230
Employee Benefits Program <i>(morning only)</i>		
Online materials	\$80	\$130
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Online materials	\$80	\$130
Flash drive	\$95	\$145
Binder	\$120	\$170

Multi-Attendee Discount: If three or more people from the same organization attend, please deduct 15% from each registration fee.

Materials, parking and lunch are included with every registration.

Continuing Education Credits

This program has been awarded 6 hours of general credit toward PHR and SPHR recertification through the Human Resources Certification Institute (HRCI). For more information about certification or recertification, please visit the HRCI web site at www.hrci.org. Only those in attendance will receive certification documentation.



**Register
Online**

WNJ.com/2012_HR_Seminar

7:15 - 8:00 am

REGISTRATION
Continental Breakfast

8:00 - 8:15 am

Welcome
GENERAL SESSION

EMPLOYEE BENEFITS SESSIONS

8:15 - 9:15 am

EB Breakout Session 1A

**Health and Welfare Benefits:
An Update**

Laws affecting health and welfare benefits continue to change. We'll update you on recent regulations and guidance under health care reform and HIPAA, recent court decisions and legislative action--including W-2 reporting requirements, HIPAA audits and enforcement actions, new limits on Flexible Spending Account contributions and the latest on health insurance exchanges.

Norbert Kugele

EB Breakout Session 1B

**2012 - The Year of the ERISA
Fiduciary**

With litigation against ERISA fiduciaries continuing to escalate and a new disclosure regimen kicking in, the focus on fiduciary conduct has never been greater. Benefit plan sponsors across the country are turning their attention to their ERISA fiduciary process, both to protect the participants and to protect themselves. We will discuss ten steps you should take to improve your fiduciary process.

Mary Jo Larson & Lisa Zimmer

EB Breakout Session 1C

**How Does Compensation
Affect Your Benefit Plan?
10 Things You Need to Know**

You know all about compensating your employees, but do you know what that compensation means for your benefit plans? Deciding how to define compensation and then calculating it correctly sounds simple enough, but it can be a minefield for plan sponsors. To make matters worse, the IRS has targeted compensation as an audit topic. What potential compensation problems are lurking with your plan? We'll discuss the top 10 things you need to know and cover the most common pitfalls.

Jennifer Watkins

9:15 - 9:30 am

BREAK



➤ *“Highly knowledgeable speakers – thank you.”*

EB Breakout Session 2A**EB Breakout Session 2B****EB Breakout Session 2C****9:30 - 10:30 am****How to Find and Fix Costly Cafeteria Plan Mistakes**

Find out how to identify and correct costly errors in cafeteria plan administration and how to take an approach that will allow you to avoid problems in the first place. We'll offer insight into correcting cafeteria plan document errors, discuss what happens when you fail to comply with COBRA and how to correct common errors, and tackle related issues unique to health care reform.

*April Goff***The Perfect Retirement Plan for Small Businesses?**

What a retirement plan does or does not include can make a big difference in plan administration and overall cost. So can there be a "perfect" retirement plan for a small business? While one size almost never fits all, we have concluded under present law there is a basic plan form that meets the goals of small business most of the time. This presentation will discuss the design of that plan and how to maximize tax deductible contributions while maintaining reasonable contributions for employees and minimizing administrative expense. We'll also compare our "perfect" plan with others.

*For purposes of this session, "small business" refers to a successful enterprise with working owner(s) who want to maximize personal tax savings, no matter how many other employees are involved.

*Justin Stemple***The Anatomy of a VCP Submission: Anything That Can Go Wrong, Will Go Wrong**

Murphy's Law is alive and well, and 401(k), 403(b) and other retirement plans are not immune. Plan administrators and HR folks periodically find that gremlins, outside vendors and other assorted bad guys have slipped up and created issues for the plan. That's where the IRS's Voluntary Correction Program (VCP) comes in. We'll review a series of real-life* errors, from inception to correction. You'll learn how issues arise, how they might be prevented, how the consequences are determined, and available options for correction and resolution, often in a relatively painless manner.

*All characters appearing in this session are fictitious. Any resemblance to real clients, living or dead, is purely coincidental.

*Tony Kolenic***10:30 - 10:45 am****BREAK****EB Breakout Session 3A****EB Breakout Session 3B****EB Breakout Session 3C****10:45 - 11:45 am****The DOs and DON'Ts of Investment Advice**

Employers and participants want investment advice for their retirement plan assets. But did you know that employers may be held liable for this advice unless they exercise due diligence when selecting investment providers and advisers? We'll discuss the seven steps employers must take in order to meet their fiduciary responsibilities – and avoid liability

*John McKendry***An Aging Workforce: Navigating the Perfect Storm**

(This program will be repeated in the afternoon session.)

The aging of the baby boomers, the elimination of defined benefit pension plans, the potential reduction of Social Security benefits and the recession's impact on 401(k) plans have combined forces to launch a perfect storm on employee retirement. In response, employees are working well into their 60s, 70s and even 80s. We'll explore the threats and opportunities associated with an aging workforce from a labor and an employee benefits perspective, including the legal limitations on transitioning an aging workforce and creative ways to incentivize transitions.

*Jon Kok & Heidi Lyon***DOL's New Fee Disclosure Rules: Are You in Compliance?**

Department of Labor service provider fee disclosure rules for calendar year plans are in effect. The fiduciaries of defined benefit and defined contribution plans have important compliance responsibilities with respect to those rules. In addition, plan fiduciaries must abide by deadlines to provide fee and expense information to participants. (The deadline is May 31 for calendar year plans.) We'll discuss effective and efficient compliance.

*George Whitfield & Justin Stemple***11:45 - 1:00 pm****LUNCH**

With the President, U.S. House of Representatives, and U.S. Senate all up for grabs, the 2012 election will be critical. Our lunch program will analyze the upcoming elections. What will it mean for your business if a Republican takes the White House this fall? Or what if President Obama wins reelection? How will a shift in Congressional seats or the Senate play into the mix? Members of our Government Affairs Group will provide "hot off the wire" insight from both the Democratic and Republican camps on key issues, and a legal panel will review the potentially significant impact that proposed changes to employment laws could have on your organization.

LABOR & EMPLOYMENT SESSIONS

Labor Breakout Session 4A

1:00 - 2:00 pm

This Just In: The Latest in Labor and Employment Law

Staying on top of the changes in state and federal laws is a major challenge for HR professionals. We'll discuss new and proposed employment laws and regulations and what they may mean for you. In addition, we'll review significant court decisions that may affect employer-employee relationships and provide practical advice that will help you get and stay in compliance with the law

Rob Dubault

Labor Breakout Session 4B

An Aging Workforce: Navigating the Perfect Storm

The aging of the baby boomers, the elimination of defined benefit pension plans, the potential reduction of Social Security benefits and the recession's impact on 401(k) plans have combined forces to launch a perfect storm on employee retirement. In response, employees are working well into their 60s, 70s and even 80s. We'll explore the threats and opportunities associated with an aging workforce from a labor and an employee benefits perspective, including the legal limitations on transitioning an aging workforce and creative ways to incentivize transitions.

Jon Kok & Heidi Lyon

Labor Breakout Session 4C

How to Protect Your Intellectual Property

Customers and intellectual property are among the most valuable assets of any company – including yours. They must be protected. We'll address ways in which your company can proactively protect its customers and intellectual property from plunder by a disgruntled former employee and what to do when faced with a threat of losing one or both. But what about the other side of the equation? Not to worry, we'll also discuss how to hire employees away from your competitors without landing yourself in hot water.

Greg Kilby & Chad Kleinheksel

2:00 - 2:15 pm

BREAK

Labor Breakout Session 5A

2:15 - 3:15 pm

When Three Strangers Meet: FMLA, ADA and Workers' Compensation

Join us for a look at changes in the Family and Medical Leave Act, the Americans with Disabilities Act and the state Workers' Disability Compensation Act. We'll review the laws and discuss current compliance issues, putting an emphasis on workers' compensation, which had its first major overhaul in 25 years. The legislation eliminated some provisions considered costly for business and, overall, is viewed as employer friendly. Learn about the revisions and how they may affect your company.

Lou Rabaut & Geri Drozdowski

Labor Breakout Session 5B

Even Paranoids Have Real Enemies: How Government Agencies Are Targeting Employers

The economy may be down, but the government's focus on employers continues to rise. Agencies such as the Equal Employment Opportunity Commission, U.S. Department of Labor, Internal Revenue Service, National Labor Relations Board and Michigan Occupational Safety and Health Administration all have special enforcement activities focused on specific employer issues. We'll explain these enforcement trends, discuss steps employers can take to minimize the risk and what to do if you find yourself in the middle of an enforcement action.

Karen VanderWerff & Tara Kennedy

Labor Breakout Session 5C

How to Handle an Unemployment Claim

Your former employee has filed for unemployment benefits. Now what? Do the facts surrounding termination disqualify the employee from receiving benefits? What happens at an unemployment hearing? How should you prepare? Is it even worth fighting the employee's request for benefits at all? We'll walk you through the unemployment compensation claims process, focusing on recent changes to the Michigan Employment Security Act, how your unemployment compensation rate is determined and the procedures used in an unemployment hearing before an administrative law judge. Participants will learn how to best deal with unemployment claims.

Steve Palazzolo & Doug Van Zanten

3:15-3:30 pm

BREAK

➤ *"Great job – really enjoyed all of it."*

3:30-4:30 pm

Discrimination, Harassment and Retaliation

Claims alleging discrimination, harassment and/or retaliation continue to escalate year after year. We'll discuss ways employers can identify and prevent problematic workplace behavior, including tips on how to best minimize your liability by avoiding employee claims altogether. We will also address managing these claims once they are filed and provide information on recent developments that may affect employer liability.

Andrea Bernard & Amanda Fielder

Understanding Leadership and Communication Styles

HR professionals increasingly are called upon to help identify and develop leaders within their organizations. We'll discuss different leadership styles and how communication methods differ depending on the style of leadership.

Lou Rabaut

Making the Tough Call: How to Document and Manage Discipline and Termination

Each time an employment-related lawsuit goes to court, a judge and jury fliespeck every aspect of the discipline and/or discharge decision. So complying with the letter of the law to reach a decision on discipline that seems fair and reasonable is of utmost importance to employers. We'll focus on making and documenting these tough decisions so they can stand up to intense scrutiny and boost your odds of success.

Dean Pacific

Questions

If you have any questions about the program, please contact Sharon Sprague at (616) 752.2326 or ssprague@wnj.com.

Seminar Materials

To support our firm's sustainability initiatives, we offer our seminar materials in two eco-friendly formats or in a 3-ring binder. For those who join us in reducing the amount of materials we produce for this seminar, we are offering materials at a discounted rate. Materials will be available in the following options:

- **Online materials.** Materials for your selected sessions will be e-mailed to you 2 days prior to the seminar. You may opt to print all or portions of the materials to bring with you or access them from your computer before or after the program. You will not receive additional hard copies at the seminar.
- **Flash drive.** Materials for your selected sessions will be loaded on 2GB flash drives. You may bring a laptop to follow along during the program or print off the materials afterwards.
- **Hard copy binder.** Materials for your selected sessions will be printed and made available in our traditional 3-ring binder.

Directions & Parking

The program will take place in the Ambassador Ballroom of the Amway Grand Plaza Hotel.

The hotel is located in downtown Grand Rapids on the corner of Monroe Avenue and Pearl Street at 187 Monroe Ave., N.W.

For a detailed map, go to the hotel's webpage at www.amwaygrand.com/maps.

Once in the hotel, go to the second level (Concourse Level) and follow the directions to the Ambassador Ballroom

Parking is available in the hotel's lot located on Pearl Street across from the hotel's main entrance. You will receive a parking voucher at the seminar registration table. **This voucher is valid for the hotel's lot only and does not apply to valet parking.**

Accommodations

Overnight accommodations are available in the Amway Grand Plaza. Please call the hotel at (800) 253.3590 to reserve your room. Be sure to identify yourself as a WNJ HR Seminar attendee to receive the special room rate of \$149. Please reserve your room before April 13.

► *“Excellent, worthwhile, informative and well put together.”*

The Changing

Amway Grand Plaza
Grand Rapids, MI
May 2, 2012

World of HR



This program has been awarded
6 hours of general credit.

BREAKOUT SESSIONS

8:15 - 9:15 am (please select one)	EB Breakout Session 1A <input type="checkbox"/> Health and Welfare Benefits: An Update	EB Breakout Session 1B <input type="checkbox"/> 2012 - The Year of the ERISA Fiduciary	EB Breakout Session 1C <input type="checkbox"/> How Does Compensation Affect Your Benefit Plan? 10 Things You Need to Know
9:30 - 10:30 am (please select one)	EB Breakout Session 2A <input type="checkbox"/> How to Find and Fix Costly Cafeteria Plan Mistakes	EB Breakout Session 2B <input type="checkbox"/> The Perfect Retirement Plan for Small Businesses?	EB Breakout Session 2C <input type="checkbox"/> The Anatomy of a VCP Submission: Anything That Can Go Wrong, Will Go Wrong
10:45 - 11:45 am (please select one)	EB Breakout Session 3A <input type="checkbox"/> The DOs and DON'Ts of Investment Advice	EB Breakout Session 3B <input type="checkbox"/> An Aging Workforce: Navigating the Perfect Storm	EB Breakout Session 3C <input type="checkbox"/> DOL's New Fee Disclosure Rules: Are You in Compliance?
1:00 - 2:00 pm (please select one)	Labor Breakout Session 4A <input type="checkbox"/> This Just In: The Latest in Labor and Employment Law	Labor Breakout Session 4B <input type="checkbox"/> An Aging Workforce: Navigating the Perfect Storm	Labor Breakout Session 4C <input type="checkbox"/> How to Protect Your Intellectual Property
2:15 - 3:15 pm (please select one)	Labor Breakout Session 5A <input type="checkbox"/> When Three Strangers Meet: FMLA, ADA and Workers' Compensation	Labor Breakout Session 5B <input type="checkbox"/> Even Paranoids Have Real Enemies: How Government Agencies Are Targeting Employers	Labor Breakout Session 5C <input type="checkbox"/> How to Handle an Unemployment Claim
3:30 - 4:30 pm (please select one)	Labor Breakout Session 6A <input type="checkbox"/> Discrimination, Harassment and Retaliation	Labor Breakout Session 6B <input type="checkbox"/> Understanding Leadership and Communication Styles	Labor Breakout Session 6C <input type="checkbox"/> Making the Call: How to Document and Manage Discipline and Termination

FEES AND PAYMENT

Full-Day Program

	WNJ Client	Non- Client
Online materials	<input type="checkbox"/> \$140	<input type="checkbox"/> \$190
Flash drive	<input type="checkbox"/> \$155	<input type="checkbox"/> \$205
Binder	<input type="checkbox"/> \$180	<input type="checkbox"/> \$230

Employee Benefits Program (morning only)

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Flash drive	<input type="checkbox"/> \$95	<input type="checkbox"/> \$145
Binder	<input type="checkbox"/> \$120	<input type="checkbox"/> \$170

Labor & Employment Program (afternoon only)

Online materials	<input type="checkbox"/> \$80	<input type="checkbox"/> \$130
Flash drive	<input type="checkbox"/> \$95	<input type="checkbox"/> \$145
Binder	<input type="checkbox"/> \$120	<input type="checkbox"/> \$170

Multi-Attendee Discount: If three or more
people from the same organization attend,
please deduct 15% from each registration fee.

LUNCH: Please indicate if you will be joining us for lunch. It is included in your
registration fee.

Please check if you would like a vegetarian lunch.

REGISTRATION AND PAYMENT OPTIONS

First, register online at http://WNJ.com/2012_HR_Seminar.

Next, choose your payment method:

- Credit card or Paypal at the online registration form
- Check (send checks payable to Warner Norcross & Judd LLP,
Attn: Sharon Sprague, 900 Fifth Third Center, 111 Lyon Street, N.W.,
Grand Rapids, MI 49503)

Cancellation Policy:

**A full refund will be issued if a cancellation is received by Tuesday,
April 24, 2012.**



900 Fifth Third Center
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Grand Rapids, MI 49503-2487

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Grand Rapids, MI
May 2, 2012*