



You have questions.
We have answers.

2015 HR Seminar
Strategy, Risk Management and Best
Practices for Benefits and HR Professionals
April 20 at the Amway Grand Plaza Hotel



**Warner
Norcross & Judd**®
ATTORNEYS AT LAW

2015 HR Seminar

Strategy, Risk Management and Best Practices for Benefits and HR Professionals

New laws, policies and litigation are changing the regulatory landscape that governs how human resources professionals manage employee benefits and labor and employment issues. Join Warner Norcross attorneys for a one-day seminar that will update regulatory changes and provide the tools you need to manage a wide array of issues, including: discrimination and the EEOC; FMLA, FSLA and NLRB issues; wellness plans; retirement and benefit plans; managing benefit plans during mergers and acquisitions; recruiting and hiring; worker classification; talent management; non-compete clauses; data security issues; and hot topics in litigation.

The day will feature a program-free lunch: No videos, presentations or interruptions – just a chance to network with colleagues or discuss best practices.

Continuing Education Credits

This program has been awarded 6.5 hours of general credit toward PHR and SPHR recertification through the Human Resources Certification Institute (HRCI). For more information, please visit the HRCI website at www.hrci.org.

This program qualifies for 4 SHRM Professional Development Credits (PDCs) which relates to the SRHM Body of Competency and Knowledge™ (SHRM BoCK).



Pricing

	WNJ Client	Non-Client
Full-Day Program	\$ 145	\$ 195
Half-Day Program	\$ 90	\$ 140

Multi-Attendee Discount: If three or more people from the same organization attend, enter promo code: `wnj-hr-2015` in the registration information section of the online registration for a 15 percent registration discount.

Materials, parking and lunch are included with every registration.

Program materials are provided online in advance of the seminar.

April 20 at Amway Grand Plaza Hotel



[Morning General Session / 8:00-8:30 AM](#)

Legislative Update - Recent Developments in Employee Benefits

Get the latest on the Affordable Care Act and current trends and issues affecting 401(k) plans.

This session will focus on recent developments affecting 401(k) plans, including upcoming changes to the definition of “fiduciary” that may change how your plan is administered, and a variety of issues related to the ACA, including: employer responsibility rules, new reporting requirements and legislative proposals to reform the law. The session will also feature a discussion of government enforcement actions related to HIPAA and employee wellness programs, as well as pending litigation that could affect various aspects of health care and 401(k) plan administration.



Tony Kolenic



Norbert Kugele

[8:40-9:40 AM \(two concurrent sessions to choose from\)](#)

EB-1A: Keeping Your Wellness Program Healthy (and Legal)

The vast majority of health care costs are preventable, and implementation of a successful wellness program is an important and often overlooked business strategy to control those



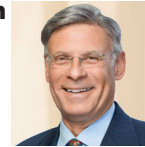
April Goff

costs. This session offers an in-depth review of the recently updated legal requirements that govern corporate wellness programs and provides practical advice on necessary changes to your programs so that they remain compliant with the law and receive the highest return on investment.

EB-1B: Retirement Plan Panel Discussion

Employers must disclose to employees information about welfare benefits and retirement plans, but

making the information understandable can be challenging. This session will review benefit plan disclosures an employer must make, including the law applicable to their content, form and distribution. We will also discuss the challenges to communicating benefits accurately and understandably, the risks posed by inaccurate communications, retaining records, and other best practices.



Tony Kolenic



John McKendry



Justin Stemple

[Register online at WNJ.com/2015_HR_Seminar](#)

9:50-10:50 AM (two concurrent sessions to choose from)

EB-2A: Navigating the Retirement Plan Marketplace

What are the options for plan service providers? How do we figure out what our retirement plan services truly cost? And how do we avoid overpaying?



Heidi Lyon

In the retirement plan marketplace, hidden fees, conflicts of interest, confusing terminology, escalating plan litigation, increasing audit activity, and constant law changes can make what sound like simple questions to answer seem overwhelming. This session will discuss these questions and include an overview of plan service provider models, spotting red flags in provider fees, and best practices for navigating the retirement plan marketplace.

EB-2B: Health & Welfare Panel Discussion

Our panelists will answer your questions about health and welfare

plan compliance issues. To prime the discussion, the panel will discuss government enforcement initiatives and best practices to avoid penalties.



John McKendry



Norbert Kugele



April Goff

Register
Online

WNJ.com/2015_HR_Seminar

11:00-12 noon (two concurrent sessions to choose from)

EB-3A: Benefit Plans in Mergers and Acquisitions

We are seeing a significant increase in mergers and acquisitions. Unfortunately, benefits issues are not always being adequately addressed during the transaction.

Buyers and sellers need to be aware of potential liabilities that could impact purchase price or indemnification obligations, but also need to ensure a smooth transition process because how benefit plans are transitioned is one of the first impressions a buyer makes to its new employees. Whether the transaction is a merger, stock purchase or asset purchase, benefit plans are impacted. This presentation will provide guidance for navigating due diligence issues and deciding whether to assume, terminate or merge retirement plans, and how to successfully transition health and welfare plans. We will focus on key areas of concern and best practices.



Justin Stemple



April Goff

EB-3B: Worker Classification — Do You Have the Full Story?

What difference does it make under your retirement and health care plans if you hire a worker:

- Part-time or full-time?
- On a temporary basis?
- Through an agency?
- Through a Professional Employer Organization (PEO)?
- As an independent contractor?
- As an intern?
- As a co-op?
- As contingent?

We will discuss the consequences of hiring workers in various classifications of eligibility, retirement service counting, nondiscrimination testing, health care reform requirements and penalties, etc. The consequences are likely different than you think.



Mary Jo Larson



Norbert Kugele

Lunch Program - Networking Lunch / 12 noon-12:45 PM

A program-free lunch. No videos, presentations or interruptions, just a chance to network with colleagues and discuss best practices.

Register online at WNJ.com/2015_HR_Seminar

Afternoon General Session / 12:45-1:45 PM

Hot Topics in Labor and Employment

Our panelists will prime the discussion with latest legal updates and examples of best practices in the labor and employment world. Participants will be invited to ask questions of the panel.



Jon Kok



Pam Enslin



Rob Dubault



Lou Rabaut



Amanda Fielder

1:55-2:40 PM (three concurrent sessions to choose from)

L-1A: Increase Your FLSA Budget—the Government Did

Employee classification revisions are happening. The Department of Labor received \$11.8 billion in discretionary funding, including a budget increase of more than \$41 million for the Wage and Hour Division, contemplating that it will hire 300 new investigators across the country to assist in FLSA enforcement efforts. Use the tips that you learn during



Andrea Bernard



Ryan Grondzik

this session to shield yourself the best that you can from time-consuming DOL audits and expensive class action litigation.

L-1B: Recruiting, Hiring and Onboarding

How can employers maximize their chances of hiring a quality workforce while complying with a myriad of local, state and federal laws? We will answer this broad question by zeroing in on issues such as inquiries about applicants' criminal backgrounds and the manner in which candidates' social media accounts are accessed and used in the screening process. Traditional areas such as permissible and impermissible interview questions, a range of other EEO issues, drug testing and enticing candidates to want to work for you will also be discussed.



Kevin McCarthy

L-1C: Recent Changes to the FMLA, ADA

Join us for an instructive look at recent developments in the Family and Medical Leave Act and the Americans with Disabilities Act. These complex and evolving laws create some of the most nuanced and challenging questions HR professionals face on a day-to-day basis. Through real-world examples, we'll highlight the big issues, review developments and offer best practices and suggestions for compliance.



Jon Kok



Allyson Terpsma

2:50-3:35 PM (three concurrent sessions to choose from)

L-2A: Employment Litigation Update

Employers Beware: The volume of employment litigation remains on the rise. Employers cannot afford to be anything less than vigilant. Join us as we review significant developments in employment litigation, including discrimination, harassment, accommodation and wage and hour issues. We will discuss not only how recent court decisions impact your business, but what you need to do to stay in compliance and address potential issues proactively.



Ed Bardelli



Amanda Fielder

L-2B: Managing Talent

In the war for talent, employers are paying increasing attention to performance management, talent mapping, training and development and succession planning. But each of these areas carries significant legal risks. This session will explore the do's and do not's in this important area of human capital management.



Lou Rabaut

L-2C: Protecting Your Business with Non-Compete, Non-Solicitation and Confidentiality Agreements

Employees and independent contractors with access to sensitive data or proprietary information are positioned to undermine your business, unless you create boundaries and establish protections to reduce your vulnerability. Learn how properly crafted non-compete, non-solicitation and confidentiality agreements can help protect some of your most important business assets.



Dean Pacific



Mike Azzi

3:45-4:30 PM (three concurrent sessions to choose from)

L-3A: Dealing With Data Security

As more and more companies experience data breaches, it has become clear that the question is not "if" but "when." Your legal, contractual, and business obligations can sometimes be confusing and in conflict with each other. In this session, we will discuss the issues you need to consider when deciding how to respond to a data breach, including a discussion about potential costs involved.



Nate Steed

L-3B: Update on NLRB Decisions

The National Labor Relations Board continues to make news, whether it's handing down new rules governing union elections, issuing decisions dealing with employee use of the employer's e-mail system, or defining what types of rules employers may or may not include in employee handbooks or policies. This presentation will provide an update on union organizing activity and will discuss what ALL employers (union and non-union) should be doing in light of the Board's new rules and recent decisions.



Rob Dubault

L-3C: EEOC Cracking Down on Discrimination

At the end of its 2014 fiscal year, the EEOC hired 300 more staff to help meet its Strategic Plan for 2012-2016, as well as its Strategic Enforcement Plan. In this session, we will discuss the areas the EEOC is focusing on, ways to reduce your risk of a discrimination claim and how to respond to a charge of discrimination.



Karen VanderWerff



Liz Von Eitzen



Register
Online
WNJ.com/2015_HR_Seminar

Seminar Materials

To support our firm's sustainability initiatives, we offer our seminar materials electronically. Materials will be e-mailed to you two days prior to the seminar. You may opt to print the materials to bring with you or you may access them from your computer. You will not receive additional hard copies at the seminar. Complimentary WiFi access will be available during the seminar to all attendees.

Directions

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 Avenue, NW.

For a detailed map, go to www.amwaygrand.com/maps.

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

Parking

Parking is available in the DeVos Place parking ramp, with entrances on Bridge Street and Lyon Street. You will receive a parking voucher at the seminar registration table. **This voucher is only valid for the DeVos Place parking ramp and does not apply to the hotel ramp or valet parking.**

Accommodations

Overnight accommodations are available at 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 \$174. Please reserve your room before April 1.

Questions

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

Register online at WNJ.com/2015_HR_Seminar

Strategy, Risk Management and Best Practices for Benefits and HR Professionals / April 20 / Amway Grand Plaza Hotel

EB Breakout Sessions

8:00 - 8:30 am General Session: Legislative Update - Recent Development in Employee Benefits

8:40 - 9:40 pm
(please select one)

Keeping Your Wellness Program Healthy (and Legal) (EB-1A)

Retirement Plan Panel Discussion (EB-1B)

9:50 - 10:50 pm
(please select one)

Navigating the Retirement Plan Marketplace (EB-2A)

Health & Welfare Panel Discussion (EB-2B)

11:00 - 12 noon
(please select one)

Benefit Plans in Mergers and Acquisitions (EB-3A)

Worker Classification—Do You Have the Full Story? (EB-3B)

12 noon - 12:45 pm

Lunch Program - Networking Lunch included

Yes

No

Veggie

12:45 - 1:45 pm

General Session: Hot Topics in Labor and Employment

Labor Breakout Sessions

1:55 - 2:40 pm
(please select one)

Increase Your FLSA Budget—the Government Did (L-1A)

Recruiting, Hiring and Onboarding (L-1B)

Recent Changes to the FMLA, ADA (L-1C)

2:50 - 3:35 pm
(please select one)

Employment Litigation Update (L-2A)

Managing Talent (L-2B)

Protecting Your Business (L-2C)

3:45 - 4:30 pm
(please select one)

Dealing With Data Security (L-3A)

Update on NLRB Decisions (L-3B)

EEOC Cracking Down on Discrimination (L-3C)

Pricing

	WNJ Client	Non- Client
Full-Day Program	<input type="checkbox"/> \$ 145	<input type="checkbox"/> \$ 195
Employee Benefits Program (morning only)	<input type="checkbox"/> \$ 90	<input type="checkbox"/> \$ 140
Labor & Employment Program (afternoon only)	<input type="checkbox"/> \$ 90	<input type="checkbox"/> \$ 140

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Questions

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Registration and Payment Options

First, Register Online at:

WNJ.com/2015_HR_Seminar

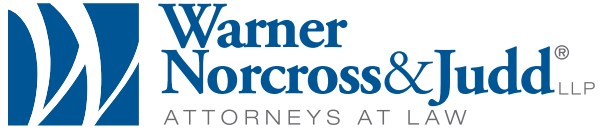
Next, Choose Your Payment Method:

- Paypal/credit card via the online registration form
- Check (send checks payable to Warner Norcross & Judd LLP, Attn: Sharon Sprague, 900 Fifth Third Center, 111 Lyon Street NW, Grand Rapids, MI 49503)

Cancellation Policy:

A full refund will be issued if cancellation is received by Thursday, April 14, 2015.

Complimentary WiFi will be available at the seminar.



A BETTER PARTNERSHIP[®]

By providing discerning and proactive legal advice, we forge a better partnership with clients.