

April 27, 2005

This seminar is designed for corporate counsel, human resource professionals and business executives who need to stay current on fast-changing labor and employment laws, regulations and practices. Our presentations and materials can help you sort through the increasingly complex regulations and statutes governing employment, as well as analyze and respond to the constant daily bombardment of problems, questions and issues raised in the workplace.

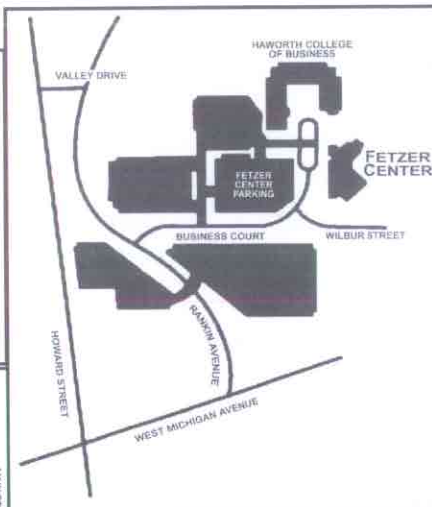
Register today to attend our 20th Annual Seminar on Employment Law Matters for detailed information on the laws, regulations and court cases affecting employers.

The seminar registration fee is \$80.00 per person. We hope you can join us for the complimentary reception immediately following the program.

Please register early, as space is limited.

**Fetzer Center at Western Michigan University
Kalamazoo • (269) 387-3232**

Strategically located midway between Chicago and Detroit, the Center is easily accessible from both I-94 and U.S. 131. Turn left into the large parking lot, then immediately right into the Fetzer Center parking area Lot 72F.



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444 West Michigan Ave.
Kalamazoo, MI 49007-3751



**Miller Canfield
and the
Kalamazoo Regional
Chamber of Commerce
invite you to attend the**



**20th Annual Seminar on
Employment Law Matters**



**Wednesday, April 27, 2005
8:30 a.m. - 3:30 p.m.**

**Fetzer Center at
Western Michigan University**

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This program has been approved for 5.75 recertification credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI). For more information about certification or recertification, please visit the HRCI homepage at www.hrci.org.



Agenda

Wednesday, April 27, 2005

8:30 Registration

9:00 Opening Remarks – Thomas P. Hustoles

9:15 Managing OSHA Workplace Health & Safety Issues – Douglas W. Crim

Do you know what to do if/when an OSHA agent knocks on your door? What are the most significant and costly problems associated with OSHA? Doug will provide practical guidance regarding your rights and obligations under OSHA, and how to avoid costly OSHA problems.

9:45 Legal Update – Charles S. Mishkind

Sandy will provide an update of significant labor and employment law decisions and trends.

10:15 Break

10:30 Hot Topics – Kurt N. Sherwood

What have we learned after almost one year under the FLSA's new "white collar" rules? What should you know about the federal government's new military leave regulations? With at least two high profile Michigan employers regulating employees' smoking habits, how far can employers go in regulating their employees' off duty behaviors? Kurt will discuss these and other hot topics.

11:00 State and Federal Document Retention Requirements – Adam S. Forman

Adam puts a new and entertaining spin on an important but often overlooked topic. You'll not want to miss Adam's presentation best summed up as "Should They Stay or Should They Go? If They Stay There Could be Trouble, If They Go, There Could be Double!"

11:45 Questions and Answers

12:15 Lunch - Robert G. Miller, Western Michigan University
Vice President for Community Outreach

1:15 and 2:30 Workshops (each runs twice)

ADA/FMLA/Workers Compensation Case Study – Kurt N. Sherwood and Kurt P. McCamman

We'll review a hypothetical factual scenario and then analyze the scenario from an FMLA, ADA, and Workers Compensation perspective, demonstrating how these three complex statutes interact – often not very well – with one another.

Benefits Issues – Erin R. Tonda and Julie Sessions

Almost every employer continues to struggle with ever rising health insurance and other benefits costs. Erin, a Miller Canfield benefits attorney, will focus on timely legal issues, including retiree insurance issues. Julie, Vice President with Marsh, USA, is a benefits expert who will discuss various cost containment strategies, including one of the hottest emerging cost containment options – Health Savings Accounts.

Corporate Records Management – B. Jay Yelton III, Michelle A. McIntyre, and Mark Oudersluys

If you are intrigued by Adam's presentation, you should check out this workshop. Far too many employers do not have a records management policy. Of those who do, most have an outdated or ineffective policy. Also, those with a policy rarely educate or properly train their employees regarding the policy. Our experts will explain why having a Corporate Records Management policy is critical to protecting your organization, and will give you practical advice on what you should do to implement an effective policy.

Non-Compete and Confidentiality Agreements – Dari C. Bargy and Kalyn D. Redlowsk

Employers either love them or hate them, depending on whether the employer is trying to enforce a non-compete agreement against a former employee, or find a way to bypass and hire someone subject to a non-compete agreement. Dari and Kalyn will discuss the pros and cons of using non-compete agreements. They'll also discuss the circumstances under which confidentiality agreements should be used. Finally, they'll provide you with practical advice regarding the components to an effective non-compete and/or confidentiality agreement.

Public Sector Update – Thomas P. Hustoles and Charles T. Oxender

Tom and Chuck will discuss issues and trends of interest to our public sector attendees. In light of Proposal 2's recent passage, there will be significant discussion about domestic partner benefits and gender identity developments.

3:30 Reception

We hope you'll stay for refreshments, to socialize, and for a chance to win some special gifts.

Miller Canfield's 20th Annual Seminar on Employment Law Matters

Fetzer Center at Western Michigan University
Kalamazoo • (269) 387-3232

The seminar registration fee is \$80.00 per person, and includes continental breakfast, lunch and seminar materials.

Organization _____

Name _____

Title _____

Name _____

Title _____

Address _____

City _____ State _____ Zip _____

Telephone _____ Fax _____

E-mail _____

If you have special accommodation needs or questions, contact Jamie Sackett (269) 383-5840, or e-mail sackett@millercanfield.com

Four ways to make your reservation:

FAX: Jamie Sackett (269) 382-0244

E-MAIL: sackett@millercanfield.com

MAIL: Miller Canfield, 444 West Michigan Ave.,
Kalamazoo, MI 49007-3751

ONLINE: www.millercanfield.com/newsroom/seminars.asp

No refunds will be provided for cancellations made after April 21; however, substitutions will be accepted.

Please respond by April 22, 2005.