



INSTITUTE FOR APPLIED MANAGEMENT & LAW, INC.

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www.IAAML.com

Advanced Certificate in Employee Benefits LawSM Seminar

June 7-9, 2010 in Las Vegas

IAML's 2½ day **Advanced Certificate in Employee Benefits LawSM Seminar** is a timely, thorough and highly enjoyable update which analyzes up-to-the-minute issues and developments along with their real-world impact. The seminars explore the highly complex benefits challenges you face and provide techniques for managing and solving the problems, liabilities and contradictions they can pose. Designed as an annual update for past IAML **Certificate in Employee Benefits LawSM Seminar** participants, attorneys and other experienced employee benefits professionals, the seminar will be one of the most professionally important and satisfying programs you can attend.

Seminar Content

The seminar is designed to provide participants with the most current information on employee benefits law issues including:

At the time this brochure is being printed (June 2009) it is too early to determine all of the topics which will be covered in the 2010 Advanced Seminar. However, Institute for Applied Management & Law, working with senior attorneys from Alston & Bird, will ensure that this seminar will explore the most relevant, important and timely issues impacting compensation and benefits professionals. This seminar will include:

Post-Election 2009 Washington Update: What's New? Recent Guidance and Current Employee Benefit Projects

Qualified Plans

- Mutual Funds as Employee Plan Investments: Your Exposure, Due Diligence, Liability
- Implementation of Best Practices – Corporate Governance Standards in Employee Plan Administration
- Employee Plan Fiduciaries: Why You are One, What Your Duties Are, What Your Liability is
- Trimming Your Employee Plan Administration Expense Budget – What Expenses Can You Charge to Your Plan?
- Cost Effective Management of Your Plan's Service Providers: Getting the Services You Pay For and Are Entitled to Receive
- Implementation of an Employee Plan Compliance Calendar

Identifying Plan Errors and Developing Solutions to the Errors

Focus on both IRS and Department of Labor guidance that addresses correcting plan errors including a case study analysis of the voluntary compliance programs that both the IRS and DOL administer. An analysis of the multiple types of correction methods as well as the venue appropriate for the particular error will be analyzed.

IRS DOL Audits: How to Manage

Focus on the practical and legal aspects of managing an audit by either the DOL or the IRS. Included in this discussion will be specific areas of DOL concern following the ENRON audit.

Plan Administrators: Enhancing Communication and Avoiding Pitfalls

Focus on various administrative functions with respect to qualified plans including a detailed discussion of electronic plan administration guidance and other recent developments.

Executive Compensation: Recent Developments

Alternative methods of providing non-qualified benefits to executives including the use of secular trusts as well as other funding techniques. This session will address 409A implications.

ERISA Litigation

We will cover the newest trend in ERISA litigation – 401k fee cases that challenge the industry norms in this area, including what we should be doing to avoid getting sued with regard to such fees in your plans. In addition, we will discuss the latest employer stock cases, what's new with cash balance plans under the PPA and the most recent appellate decisions, and developments on handling of individual benefit claims. And, as always, we will review matters of attorney-client privilege, potential criminal liability and pre-emption.

HIPAA Compliance: Security and Other Advanced Issues

We all know the rules (we think) but how do we implement the HIPAA requirements? This session includes: An overview of the HIPAA privacy, EDI and security requirements; and a practical privacy implementation roadmap for plan sponsors.

VEBA Do's and Don'ts

What rules apply to VEBA deductions? What expenses can be paid from a plan? When does UBIT apply? Learn why VEBAs might not always be the best funding vehicle for retiree medical expenses.

What's a Benefits Administrator to Do? How to Manage Risks Under New Federal Health and Welfare Mandates

Federal agencies have been hyper-active in promulgating new mandates and guidance, including Department of Labor electronic disclosure guidance, DOL claims requirements for health plans and new COBRA guidance. Which mandates require the most attention and when? You will learn how to best manage these new requirements, gaining a roadmap for negotiating the maze.

Disease Management: Overcoming Legal Compliance Hurdles

As the popularity of wellness, disease management and health risk assessment programs continues to grow, many employers have overlooked the many legal compliance issues that may arise in connection with a successful program. Hidden compliance costs associated with the "carrots" and "sticks" need to be considered. Also, are "mandatory" participation requirements allowed? What about smoker rate differentials? Attendees of this session will be able to identify and avoid potential compliance traps under HIPAA's non-discrimination and privacy requirements, the Americans with Disabilities Act and COBRA.

New Commandments to Live By

New IRS Guidance impacts cafeteria plan design and administration and health benefit cards. What new plan and operational requirements apply.

Show Me the Money

An interactive discussion of benefit savings ideas. A Top Ten List of new ideas will be presented, but participants should be ready to learn (and share) the latest. What works; and what doesn't.

Special Participant Issues

This session will address the legal and plan administration issues (including plan documents) participants raise via e-mail with the faculty prior to the session.

Faculty

To ensure the advanced level of this seminar an exceptional faculty has been assembled — individuals from the firm of Alston & Bird, all with a national stature who will guide you with concise instruction and immediately useable information.

John R. Hickman, Esq. is a partner with Alston & Bird where he has been a member of the ERISA and Employee Benefits Practice Group since 1989. He received his law degree from Emory University School of Law, graduating with distinction, where he received the Order of the Coif Award. Mr. Hickman's practice focuses primarily upon health and welfare benefit plan matters and the tax, ERISA and other compliance issues that arise in connection with such arrangements. He represents employers, insurers and third-party administrators, assisting them with plan design and limiting their potential exposure to benefit claims. Mr. Hickman has lectured widely and published articles on HIPAA, ERISA litigation, cafeteria and health plans issues. Mr. Hickman is featured in many of IAML's 4½ day Certificate in Employee Benefits Law Seminars.

H. Douglas Hinson, Esq. is a partner with Alston & Bird in Atlanta where he is the leader of the firm's ERISA Litigation Group and a member of the Securities Litigation Group. His practice focuses on ERISA, securities and transaction-based litigation and class action defense. Mr. Hinson received his J.D. degree, cum laude, from Georgetown University Law Center. He is a member of the State Bar of Georgia, the Alabama State Bar, the Atlanta Bar Association, and the American Bar Association, where he is a member of the Joint Committee on Employee Benefits sponsored by the Sections on Labor and Employment Law, Taxation and Tort and Insurance Practice.

Thomas G. Schendt, Esq. is a partner in the Washington, D.C. office of Alston & Bird. His practice concerns matters involving the Internal Revenue Service; Department of the Treasury; Department of Labor; Pension Benefit Guaranty Corporation; and Department of Justice, including employee plan litigation, agency audits and disputes, and voluntary compliance initiatives. Prior to joining the firm, Mr. Schendt was with the Internal Revenue Service, where he held a number of positions. As Technical Assistant to the Associate Chief Counsel, Employee Benefits and Exempt Organizations (EBEO) for the Office of Chief Counsel, Internal Revenue Service, Mr. Schendt assisted in the coordination of national employee benefits litigation for the IRS including plan disputes and compliance initiatives. Mr. Schendt received his J.D., an MBA. and a B.S. in Finance from Marquette University. Mr. Schendt is featured in many of IAML's 4½ day Certificate in Employee Benefits Law Seminars.

Hotel

Located in the heart of the Las Vegas Strip, the *Flamingo* is on a 15-acre Caribbean style self contained resort with four pools, cascading waterfalls and an extravagant Wildlife Habitat. Complimentary shuttle service to Bally's, Caesars, Harrah's, Paris and the Rio. For reservations call 888-373-9855.

Professional Education:

- ◆ Continuing Legal Education - this activity has been approved for Minimum Continuing Legal Education credit by the State Bar of California and the State Bar of Pennsylvania for 16.75 CLE 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. This seminar may be approved by other states as well, please call IAML. We request at least 45 days prior notification if you wish such credit. An additional charge may be involved.
- ◆ This program has been approved by the HR Certification Institute (HRCI) for 16.75 (general) recertification hours toward PHR, SPHR and GPHR recertification.
- ◆ The Institute for Applied Management & Law is an approved provider of payroll training for FPC and CPP re-certification through the American Payroll Association. This 2½ day seminar has been approved for 15 recertification hours.
- ◆ This seminar qualifies for 2.5 recertification credits for the Certified Compensation Professional (CCP), Certified Benefits Professional (CBP), Global Remuneration Professional (GRP) and Work-Life Certified Professional (WLCP) designations granted by WorldatWork Society of Certified Professionals.

Registration Fee: The registration fee for the Seminar is \$1,425.00 and includes the seminar manual, coffee breaks and a reception the first evening.

Discounts: Past participants of this seminar are entitled to a \$100.00 discount. Once an organization has registered a representative for this seminar in 2010, subsequent registrants from the same organization are entitled to a \$50.00 discount. Discounts must be requested at the time of registration and may not be combined with any other offers.

Payment: 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 American Express, MasterCard and Visa.** If paying by credit card, your payment receipt will be mailed to the address you provide on the registration form, unless you make other arrangements. While registrations may be accepted within the two weeks prior to the seminar, we suggest you call IAML to confirm space availability. Participants will receive a full refund if IAML receives written notification that they will be unable to attend at least two weeks prior to the program start date. Otherwise, participants are liable for the entire fee. Registrants requesting a transfer to another date within this two week period will be charged an additional fee of \$150.00. You may substitute an associate at any time.

Registration: You may register by

- calling (949) 760-1700 from 8:00 a.m. - 5:00 p.m. (Pacific Time) Monday - Friday
 - faxing your registration form to (949) 760-8192
 - e-mailing your registration from our web site www.IAML.com
 - mailing the registration form to IAML at: 1200 Newport Center Drive, Suite 220, Newport Beach, CA 92660
- A separate registration form should be completed for each participant. Early registration is advised since seminars are filled in the order in which registrations are received and enrollment is limited.

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Name: (Mr./Ms.) _____

Title: _____

Employer: _____

Employer Address: _____

City: _____ State: _____ Zip: _____

Business Phone: (____) _____ Ext. _____ Fax: (____) _____

E-mail: _____

Name as you would like it to appear on your Certificate: _____

I request CLE credit for the state of: _____ My Bar # is: _____

Signature: _____ Date: _____

Payment:

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

Total Fees Due: \$ _____

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Cardholder Name: _____ Exp. Date: _____

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