

Register online at [www.bsk.com](http://www.bsk.com) or complete and return the registration form below.  
Please RSVP 10 days prior to seminar.

Registration Fees

- ☐ BS&K Clients: \$50.00 (per program)
- ☐ General Public: \$65.00 (per program)

Dates and Locations

Avoiding Collective And Class Action Lawsuits

- ☐ February 26, 2008, Melville Marriott
- ☐ February 21, 2008, Yale Club

Protecting Your Company's Valuable Information

- ☐ March 19, 2008, Melville Marriott
- ☐ March 18, 2008, Yale Club

Strategies To Address Workplace Privacy Issues

- ☐ April 23, 2008, Melville Marriott
- ☐ April 22, 2008, Yale Club

Immigration Issues With The Employment Of Professionals

- ☐ September 24, 2008, Melville Marriott
- ☐ September 23, 2008, Yale Club

How To Conduct Effective Investigations

- ☐ October 30, 2008, Melville Marriott
- ☐ October 28, 2008, Yale Club

Register online at [www.bsk.com](http://www.bsk.com) or by returning the registration form below to:  
Bond, Schoeneck & King, PLLC, Attn: Ms. Toko Moyo, One Lincoln Center, Syracuse, NY 13202.

Name:\_\_\_\_\_

Title:\_\_\_\_\_

Organization:\_\_\_\_\_

Address:\_\_\_\_\_

City:\_\_\_\_\_State:\_\_\_\_\_Zip:\_\_\_\_\_

E-Mail:\_\_\_\_\_

Telephone:\_\_\_\_\_Fax:\_\_\_\_\_

The following people will also attend:

Name:\_\_\_\_\_

Title:\_\_\_\_\_

E-Mail:\_\_\_\_\_

Name:\_\_\_\_\_

Title:\_\_\_\_\_

E-Mail:\_\_\_\_\_

The registration fee will be waived for demonstrated cases of financial hardship.  
Refunds will only be made for cancellations received 5 business days before event.  
Please make checks payable to Bond, Schoeneck & King, PLLC  
and return this form to: Ms. Toko Moyo, Bond, Schoeneck & King, PLLC,  
One Lincoln Center, Syracuse, NY 13202  
Telephone: 1-800-339-8897 Fax: 315-218-8100  
E-mail: [tmoyo@bsk.com](mailto:tmoyo@bsk.com) or register online at [www.bsk.com](http://www.bsk.com).

This seminar is intended for the invited guests of Bond, Schoeneck & King, PLLC  
who reserves the right to deny admission to any applicant.

BOND, SCHOENECK & KING, PLLC

One Lincoln Center, Syracuse, NY 13202-1355

If it involves your workplace, we can help.

With 60 labor, employment law and employee benefits attorneys, BS&K is here to help you with all of your workplace needs. We pride ourselves on the depth of our knowledge, experience, and resources. We are committed to client service, personal attention, and around-the-clock responsiveness as we assist you in the full range of labor, employment law and employee benefits challenges that confront your workplace.

- Preventive Counseling

■ Collective Bargaining

■ Unfair Labor Practice Defense

■ Discrimination Litigation Defense

■ Employee Handbook, Personnel Policies and Benefit Plan Review

■ ERISA Litigation

■ Harassment and Diversity Training

■ Immigration Services

■ OSHA Compliance

■ Union Avoidance

■ Wage-Hour Audits

2008

Program

Calendar

CLE / PHR / SPHR Credit Available



Avoiding Collective And

Class Action Lawsuits



Protecting Your Company's

Valuable Information



Strategies To Address

Workplace Privacy Issues



Immigration Issues With The

Employment Of Professionals



How To Conduct

Effective Investigations

Melville Marriott Long Island

1350 Old Walt Whitman Road, Melville, NY

The Yale Club of New York City

50 Vanderbilt Avenue, New York, NY

## Who Should Attend

While these programs are designed for attorneys responsible for labor and employment law issues within a corporate environment, they also will be of value to both general practitioners and Human Resource professionals.

## Avoiding Collective And Class Action Lawsuits Under The Fair Labor Standards Act And The New York Labor Law

**Melville: February 26, 2008**

**New York City: February 21, 2008**

**1.5 CLE Professional Practice Credits\***

**0.5 CLE Ethics Credits\***

**(Eligible for MCLE credit for newly-admitted attorneys)**

**Registration and Continental Breakfast: 8:30 a.m. to 9:00 a.m.**

**Program: 9:00 a.m. to 11:00 a.m.**

- Understanding which Employees are "similarly situated"
- Identifying the Most Common Violations
- Implementing Safeguards to Avoid Exposure
- Reviewing Recent Litigation and Lessons Learned
- Ethical Considerations

## Protecting Your Company's Most Valuable Competitive Information And Employees In The Digital Age

**Melville: March 19, 2008**

**New York City: March 18, 2008**

**1.5 CLE Professional Practice Credits\***

**0.5 CLE Ethics Credits\***

**(Eligible for MCLE credit for newly-admitted attorneys)**

**Registration and Continental Breakfast: 8:30 a.m. to 9:00 a.m.**

**Program: 9:00 a.m. to 11:00 a.m.**

- Protecting your business with effective and comprehensive noncompete agreements
- Aggressive legal remedies against the "faithless servant"
- IP issues arising in the employment context
- Internet policies and electronic records
- Ethical Considerations

## Strategies To Address Workplace Privacy Issues: How Far Can Employers Go In Regulating Employees' Looks, Behavior And Conduct?

**Melville: April 23, 2008**

**New York City: April 22, 2008**

**1.5 CLE Professional Practice Credits\***

**0.5 CLE Ethics Credits\***

**(Eligible for MCLE credit for newly-admitted attorneys)**

**Registration and Continental Breakfast: 8:30 a.m. to 9:00 a.m.**

**Program: 9:00 a.m. to 11:00 a.m.**

- Appearance/Grooming Standards
- Drug and Alcohol Testing
- Off-Duty Conduct
- Workplace Romances
- Internet Activities (Blogging/MySpace)
- Ethical Considerations

## Agenda

8:30 a.m. to 9:00 a.m. Registration and Continental Breakfast

9:00 a.m. to 11:00 a.m. Program

## Immigration Issues With The Employment Of Professionals In Today's Global Marketplace

**Melville: September 24, 2008**

**New York City: September 23, 2008**

**1.5 CLE Professional Practice Credits\***

**0.5 CLE Ethics Credits\***

**(Eligible for MCLE credit for newly-admitted attorneys)**

**Registration and Continental Breakfast: 8:30 a.m. to 9:00 a.m.**

**Program: 9:00 a.m. to 11:00 a.m.**

- Understanding the U.S. Immigration framework
- Temporary Employment-Based category:
  - H-1Bs, L-1s, TNs, H-3s (Timing, Costs, Visa Quotas and related work sponsorship issues)
- Are you ready to employ the individual on a permanent basis?
  - Options
  - Costs
  - Timing
  - Labor Certification process and related filings
- Issues Relating with Sponsorships:
  - Who pays?
  - I-9 Employment Verification Issues and related matters
- Ethical Considerations

## How To Conduct Effective Investigations While Avoiding Common Pitfalls

**Melville: October 30, 2008**

**New York City: October 28, 2008**

**1.5 CLE Professional Practice Credits\***

**0.5 CLE Ethics Credits\***

**(Eligible for MCLE credit for newly-admitted attorneys)**

**Registration and Continental Breakfast: 8:30 a.m. to 9:00 a.m.**

**Program: 9:00 a.m. to 11:00 a.m.**

- Developing an Investigation Plan and Strategy
- Effectively Conducting the Investigation
- Reconciling Investigation Needs with Electronic Age Issues
- Navigating Legal Restrictions While Conducting the Investigation
- Ethical Considerations

## \*CLE Credit

Bond, Schoeneck & King, PLLC has been certified by the New York State Continuing Legal Education Board as an Accredited Provider of Continuing Legal Education in the State of New York. Each program has been designated as providing the listed number of credits in accordance with the requirements of the New York State Continuing Legal Education Board.

## PHR and SPHR Credit

Approval is pending for recertification credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI) for this program. For more information about certification or recertification, please visit the HRCI homepage at [www.hrci.org](http://www.hrci.org).

## Melville Marriott Long Island, 1350 Old Walt Whitman Road, Melville, 631-673-4325

**From Eastern Long Island:** Take the Long Island Expressway (495) West to Exit 49 North (Route 110 Huntington). Stay on the Service Road and after the second light, the hotel is on the right hand side.

**From Western Long Island:** Take the Long Island Expressway (495) East to Exit 49 South (Route 110 Huntington). Make a left at the first light into Old Walt Whitman Road. Stay on Old Walt Whitman Road and the hotel will be on the right side.

**From the Northern State Parkway:** Take the Northern State Parkway to Exit 40 South (Route 110 South). Continue to the westbound Service Road of the Long Island Expressway (495) West. Make a right onto the Service Road and the hotel will be on your right hand side.

**From the Southern State Parkway:** Take the Southern State Parkway to Exit 32 North (Route 110 Huntington) to the Service Road of the Long Island Expressway (495) West. Make a left onto the Service Road and the hotel will be on your right hand side.

**From the Verrazanno Bridge, Staten Island, New Jersey and Brooklyn:** Belt Parkway East to the Cross Island Parkway North to the Long Island Expressway (495) to Exit 49 South (Route 110 Huntington). Make a left at the first light onto Old Walt Whitman Road and the hotel will be on your right hand side.

**From Throgs Neck Bridge, Whitestone Bridge, Upstate NY and New England:** Cross Island Parkway South to the Long Island Expressway (495) East to Exit 49 South (Route 110 Huntington). Make a left at the first light onto Old Walt Whitman Road and the hotel will be on the right hand side.

## The Yale Club of New York City, 50 Vanderbilt Avenue, New York, 212-716-2100

The Yale Club is located on the corner at 50 Vanderbilt Avenue between 44th and 45th Streets, across from the western entrance to Grand Central Station.

**Via Subway:** Take the 4, 5, 6, 7 trains or Times Square Shuttle to Grand Central and exit on Vanderbilt Avenue.

**Via Railroad:** Metro-North to Grand Central and exit on Vanderbilt Avenue

**Driving:** Parking is available on Vanderbilt and 43rd. Hourly and daily rates apply.

**From the George Washington Bridge:** After crossing the bridge on the I 95 North take the first exit to the Henry Hudson Pkwy. South (9A). The Henry Hudson Pkwy. leads into the Westside Highway. Take the Westside Highway to 44th St. and turn left. Take 44th St. across town past Madison Ave. to Vanderbilt Ave. and turn left. The Yale Club of New York City is located at 50 Vanderbilt Ave. betw. 44th and 45th Sts. on the left.



## Avoiding Collective And Class Action Lawsuits Under The Fair Labor Standards Act And The New York Labor Law

**Melville: February 26, 2008**

**New York City: February 21, 2008**

**JOHN S. HO** is a graduate of the University of Connecticut (B.A., 1992) and St. John's University School of Law (J.D., *cum laude*, 1997) where he was a member of the American Bankruptcy Law Review (1993-1994).

Mr. Ho exclusively represents management in all aspects of Labor and Employment Law, with specific experience in wage and hour matters including the FLSA and the New York State Labor Law; the Occupational Safety and Health Act; FMLA; discrimination claims; federal and state Department of Labor audits; collective bargaining and workplace investigations. He served as a prosecutor with the United States Department of Labor, Office of the Solicitor, where he prosecuted numerous FLSA and OSHA cases and was part of the litigation team that recovered approximately \$4 million under the FLSA on behalf of New York State Environmental Conservation Officers. Mr. Ho's practice often includes assisting employers with conducting internal wage and hour audits and Labor Department compliance audits.



**RICHARD G. KASS** is a graduate of Yale University (B.A., *summa cum laude*, 1982) and Harvard Law School (J.D., *cum laude*, 1985), where he was Articles Editor of the Harvard Civil Rights and Civil Liberties Law Review.

Mr. Kass has practiced exclusively in the field of Labor and Employment Law on behalf of management for more than 20 years. He represents a wide range of employers in such industries as civil engineering, printing, manufacturing, retail, catering, and education. His practice encompasses all aspects of Labor and Employment Law, in both the private and public sectors.

In addition to defending employers in litigation, engaging in collective bargaining, and counseling clients on a variety of workplace issues, Mr. Kass has trained hundreds of managers and supervisors in preventing workplace harassment. Bar associations and management groups have asked him to lecture on such topics as employee discipline, wage and hour regulations, the investigation of alleged workplace misconduct, and the drafting and enforcement of noncompetition agreements.



**MARK N. REINHARZ** is a graduate of Cornell University (B.S., 1980) and Boston University School of Law (J.D., 1984), where he was named a G. Joseph Tauro Scholar and a Paul J. Liacos Scholar.

Mr. Reinharz' practice covers collective bargaining, arbitration, employment discrimination and litigation, wage-hour matters, ERISA, and OSHA. He also provides management training on a variety of subjects, including the prevention of sexual harassment. Mr. Reinharz serves on the editorial board of The Employment Law Strategist, a monthly newsletter published by Leader Publications, a division of the New York Law Publishing Company.



## Protecting Your Company's Most Valuable Competitive Information And Employees In The Digital Age

**Melville: March 19, 2008**

**New York City: March 18, 2008**

**LOUIS P. DiLORENZO** is a graduate of Syracuse University (B.A., 1973) and the University at Buffalo Law School (J.D., 1976).

Mr. DiLorenzo has practiced Labor and Employment Law for 30 years and is Co-Chair of the firm's Labor and Employment Law Department. He is also Chair of the firm's Compensation Committee and Managing Partner of its New York City and Garden City Offices.

Mr. DiLorenzo represents employers and management in all aspects of labor and employment law. His areas of expertise include collective bargaining, workplace investigations, NLRB proceedings, labor audits, supervisory training, wage and hour issues, arbitration, jury trials in both state and federal courts, wage incentive plans, OFCCP audits and proceedings, employment litigation before the EEOC and the Human Rights Division and alternative dispute resolution techniques. Mr. DiLorenzo also serves several insurance companies as panel counsel (e.g., AIG and Chubb) with respect to employment litigation matters. From 2002-2004, he served as General Counsel and Secretary to Agway, Inc., a Fortune 500 Company.

Mr. DiLorenzo recently co-authored the FDCC Quarterly article entitled *Employers' Settlement Agreements with Departing Employees Under Attack*, Vol. 57, No. 3, Spring 2007. He also co-authored a complete guide for business managers and HR professionals written in plain English entitled, *What Every Business Manager and HR Professional Should Know About ... Federal Labor and Employment Laws*. Mr. DiLorenzo is listed in [Who's Who in American Law](#), [The Best Lawyers in America](#)<sup>1</sup>, [Super Lawyers](#)<sup>2</sup> and [Chambers & Partners, USA](#).



**GEORGE R. McGUIRE** is a graduate of Syracuse University (B.S., Aerospace Engineering, 1991) and Syracuse University College of Law (J.D., *magna cum laude*, 1996). Justinian Honorary Law Society.

Mr. McGuire is Chair of the firm's Intellectual Property Practice Group. He concentrates his practice in all facets of Intellectual Property Law, including, for example, patent and trademark preparation and prosecution, litigation involving intellectual property issues, patent and trademark clearance opinions, patent novelty, validity and (non)infringement opinions, due diligence investigations in merger and acquisition, asset purchase, or other financial transactions, proceedings before the Board of Patent Appeals and Interferences and the Trademark Trial and Appeal Board, negotiations and drafting of technology transfer and license agreements, and computer law matters. He is listed in [Super Lawyers](#)<sup>®</sup>, [Who's Who in America](#) and [Who's Who in American Law](#).



**HOWARD M. MILLER** is a graduate of the State University of New York at Albany (B.S., *cum laude*, 1986) and St. John's University School of Law (J.D., 1990), where he was a member of the [Law Review](#) and a St. Thomas More Scholar.

Mr. Miller's practice emphasizes education law, employment law and litigation. He is a frequent lecturer on, among other topics, non-compete agreements, protection of trade secrets, and harassment.



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Prior results do not guarantee a similar outcome.

<sup>2</sup> Copyright New York Super Lawyers 2007.