

# Bond

Manufacturing Week  
October 2 - 6, 2017

COMPLIMENTARY WEBINAR SERIES  
11:30 a.m. - 12:30 p.m.

October 2

## Cybersecurity: What We Should Be Doing

*Presented by Michael D. Billok*

- Cybersecurity laws applicable to manufacturers
- What to do in advance of a breach
- Things to know when a breach happens



October 3

## Protecting Your Manufacturing Business from IP Theft

*Presented by Jeremy P. Occek*

- IP Basics
- Risks and Vulnerabilities
- Best Practices to Protect IP



October 4

## Wage and Hour Traps for the Manufacturing Industry

*Presented by Erin S. Torcello*

- Legal Basics
- Wage and Hour Traps
- Best Practices



October 5

## Avoiding OSHA Liabilities

*Presented by Steven J. Ricca*

- Responding to an Inspection
- Enforcement Considerations
- OSHA's New Slip and Fall Rules



October 6

## Navigating Immigration Issues Within the Manufacturing Industry

*Presented by Caroline M. Westover*

- I-9 Verification Issues
- Most Commonly Used Work Visas in Manufacturing
- What's Next? Foreshadowing Possible Changes from the Trump Administration



### *Manufacturing Week Overview*

In honor of National Manufacturing Day (October 6, 2017), members of the Manufacturing Industry Practice at Bond are offering a week-long webinar series, focusing on some of the most pressing legal issues facing manufacturers of all types and sizes. In recognition of the ingenuity and hard work of manufacturers across New York State and beyond, Bond is offering this webinar series on a complimentary basis to clients and friends of the firm.

### *About Bond, Schoeneck & King PLLC*

At Bond, we are passionate about serving our clients and in particular, our manufacturing clients, who are uniquely positioned to sustain and expand the economic infrastructure that is vital to the communities in which they are located.

With a physical office in every significant market in New York State, Bond attorneys continually bolster and refine our knowledge of the manufacturing industries operating there and the unique aspects of each market. Whatever our client's circumstances, we draw on Bond's vast internal resources, including 260 attorneys, to assemble a multidisciplinary team, equipped to provide coordinated, comprehensive counsel.

The firm was named to the 2017 BTI Industry Power Rankings in manufacturing. We are proud to be involved with the trade groups that serve the manufacturing community. Bond serves on the executive council of the Buffalo-Niagara Partnership and Manufacturers' Council and is an active member of the Buffalo-Niagara Manufacturing Alliance, the Manufacturers Association of Central New York (MACNY), and the Rochester Technology and Manufacturing Association.

### *Registration Information*

Although there is no cost to attend any of the webinar sessions, you need to register at [bsk.com/#events](http://bsk.com/#events).

*This seminar series is intended for the invited guests of Bond, Schoeneck & King PLLC. Bond reserves the right to deny admission to any registrant. Attorney Advertising • © 2017 Bond, Schoeneck & King PLLC*



Commitment • Service • Value • Our Bond

# Proactivity. Efficiency. Experience. Deep Roots Throughout the State.

Running a manufacturing operation is a complex endeavor, requiring robust support on a variety of business and legal issues. Environmental matters; OSHA and other workplace regulations; product safety; trade secrets and other intellectual property issues; and labor and employment matters are all part of the business environment.

As laws and regulations continually evolve, the burden increases. The manufacturing industry attorneys at Bond, Schoeneck & King provide coordinated, comprehensive legal counsel on all business matters affecting manufacturers. We serve clients of all sizes and have significant knowledge in a wide variety of industry sectors.

At Bond, we have the bandwidth, the physical presence and the experience to help our clients analyze and reduce risk. We bring the insights drawn from our deep, long-lasting relationships across New York State with manufacturers, regulators and trade groups to address our clients' circumstances.

## The Wisdom of Being Proactive

Waiting until an inspector identifies an environmental problem, for example, or waiting until a leak occurs can generate needless health and safety risks, significant penalties, and loss of reputation.

Similarly, the loss of intellectual property can be devastating; reclaiming a stolen trade secret may cost a company an amount exceeding six figures just in litigation expenses. Smaller companies may not survive.

To help our clients avoid such emergencies—or to minimize the impact and speed recovery—Bond has developed a suite of audit services that provide clear, decisive steps for cost-effectively reining in risk:

- **Trade Secret Protection Audit** identifies critical intangible assets and helps develop procedures, contract language, employment and non-disclosure agreements that guide companies in anticipating and mitigating threats.

- **Environmental Compliance Audit** helps head off disruptions by determining a facility's compliance status in areas such as solid waste, hazardous waste, storage drums, water, indoor air, pesticides, PCBs, asbestos and noise. Bond also supports clients to manage the legal needs that arise when possible violations emerge.
- **Human Resources Audit and Compliance Training Services** ensure that clients maintain high-quality, up-to-date HR policies and procedures, equipping them to productively leverage their people and remain in compliance with fluid labor and employment laws and regulations. Bond's HR audit also involves employment classification analysis and job description review.

### Practice Chair:

#### Bradley A. Hoppe

716.416.7025  
bhoppe@bsk.com



### Presenters:

#### Michael D. Billok

Cybersecurity  
518.533.3236  
mbillok@bsk.com

#### Jeremy P. Occek

Intellectual Property  
716.416.7037  
jpoccek@bsk.com

#### Steven J. Ricca

OSHA  
716.416.7047  
sricca@bsk.com

#### Erin S. Torcello

Labor and Employment  
716.416.7058  
estorcello@bsk.com

#### Caroline M. Westover

Immigration  
315.218.8636  
cwestover@bsk.com