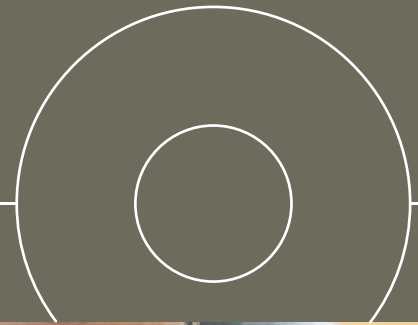


ALFA INTERNATIONAL

THE GLOBAL LEGAL NETWORK



“Employer Of The Year” or “The Office”: Which One Are You?

**ALFA Labor & Employment
Practice Group Seminar**

October 3-5, 2007
Ritz-Carlton Half Moon Bay
Half Moon Bay, California

www.alfainternational.com

“Employer of the Year” or “The Office”: Which One Are You?

The passage of time reveals new and complicated facets to the employer/employee relationship. The challenges to employers stretch from the commencement of the relationship to its conclusion, and beyond. Among the developing challenges are the ever-changing line between what is personal and what is the province of the employer, how the employer can protect its human capital and trade secrets, and outside pressures in the regulatory, compliance and litigation contexts. These issues are complicated further by the globalization of employment. Legal and cultural differences create new challenges for employers on a daily basis.

ALFA's Labor and Employment Practice Group has designed a seminar to provide employers with an overview of the variety of issues affecting the entire scope of the employer/employee relationship. In addition, the seminar is designed to provide thought-provoking analysis of the issues presented in the relationship. We will be presenting speakers who have definitive points of view. At times, the points of view of one speaker may not agree with those of another. One of our goals is to encourage an open and free exchange of ideas and opinions. We have recruited experienced and creative thinkers and speakers from national and international corporations, as well as the judiciary and academia, to present their points of view on a wide variety of topics.

Day One of the seminar will commence with the presentation of a video. The video will present a fact pattern that incorporates many of the issues which will be addressed over the following day and a half. We will then present a point-counterpoint on the

advantages and disadvantages of various types of alternative dispute resolution. Following that presentation, we will evaluate what life has been like for employers and their attorneys under the amendments to the Federal Rules of Civil Procedure regarding electronic discovery which were propounded in 2006. On the afternoon of Day One, we will provide you with a variety of topics through breakout sessions. You will have options to attend three separate panel discussions which are of particular interest to you. The topics include issues related to the counseling of the client during the course of the employer/employee relationship as well as issues related to litigation and compliance matters.

Day Two begins with a new breakfast option. We will be presenting two speakers at a breakfast session speaking about the selection of counsel. We believe that this presentation will be of interest both to the attorneys and managers. Day Two will proceed with three general session topics. We will begin the general sessions with a new concept, a game show format. You will have an opportunity to compare your knowledge with the knowledge of our panelists with respect to recent developments in employment law. We will then address cutting edge issues in employment litigation and issues related to disciplining and/or terminating key employees.

In addition to the general sessions and breakouts, we will also be providing attendees with our comprehensive course book material and the latest ALFA state-by-state compendium on employment law.

ABOUT ALFA:

ALFA International, formerly known as the American Law Firm Association, is an international network of independent law firms. Founded in 1980, ALFA is the oldest legal network of its kind and remains one of the largest. Our Membership is comprised of 120 law firms, 85 in the United States and 35 in major cities throughout Europe, Latin America, Asia, and Australia. The United States Membership collectively maintains offices in virtually every major American metropolitan area. Over 9,000 lawyers and another 10,000 support staff are employed by the entire Membership.

Wednesday, October 3, 2007

6:30 p.m. – 9:30 p.m.
WELCOME RECEPTION AND BUFFET DINNER
Gazebo Lawn

Thursday, October 4, 2007

7:00 a.m. – 8:00 a.m.
BREAKFAST BUFFET
Ballroom Terrace

8:00 a.m. – 11:30 a.m.
GENERAL SESSION
Ritz-Carlton Ballroom

8:00 a.m. – 8:15 a.m.
INTRODUCTORY REMARKS

Richard L. Hetke
CEO
ALFA INTERNATIONAL
Chicago, Illinois

George D. Fagan
Chair
ALFA's Labor & Employment Practice Group
LEAKE & ANDERSSON, L.L.P.
New Orleans, Louisiana

Michael J. Murphy
Program Chair
CARTER, CONBOY, CASE, BLACKMORE,
MALONEY & LAIRD, P.C.
Albany, New York

8:15 a.m. – 8:45 a.m.
VIDEO

Carol B. Ervin
Video Producer
YOUNG CLEMENT RIVERS, LLP
Charleston, South Carolina

8:45 a.m. – 10:00 a.m.
POINT-COUNTERPOINT: THE PROS AND CONS OF ALTERNATIVE DISPUTE RESOLUTION

Resolution of employment-related controversies requires psychological, sociological and business analysis. There are several stages of the dispute where various forms of alternative dispute resolution may or may not be in your best interest. Much of the publicity surrounding ADR has been positive, and most clients and practitioners tout its benefits and successes. However, there are many who believe that certain ADR models (at least many of the common models utilized today) are counterproductive and don't yield the benefit that everyone expects. In this section, we will discuss the pros and cons of alternative dispute resolution in a debate-type format. The panelists will point out the strengths and weaknesses of the various forms of alternative dispute resolution in this dynamic interaction.

James M. Peterson
Moderator
HIGGS, FLETCHER & MACK, LLP
San Diego, California

Joshua Frank
Senior Legal Counsel
DHL
Plantation, Florida

Victoria Pynchon
Attorney-Mediator
JUDICATE WEST
Los Angeles, California

10:00 a.m. – 10:15 a.m.
BREAK

10:15 a.m. – 11:30 a.m.
E-DISCOVERY: LIFE WITH THE 2006 AMENDMENTS

As the use of electronic communication and other workplace technologies increases, employers are presented with an expanding array of legal issues and challenges. The Federal Courts have implemented new litigation discovery rules placing additional obligations on employers. In this session, we will examine legal strategies and practical tips for complying with the new rules and avoiding liability in the growing technology workplace.

Warne S. Heath
Moderator
BRADLEY ARANT ROSE & WHITE LLP
Huntsville, Alabama

Jeffrey L. Groves
General Counsel
O'REILLY AUTOMOTIVE, INC
Springfield, Missouri

Laura E. Proctor
Associate General Counsel - Litigation
LOUISIANA-PACIFIC CORPORATION
Nashville, Tennessee

11:30 a.m. – 1:00 p.m.
LUNCH

1:00 p.m.-4:15 p.m.
BREAKOUT SESSIONS

1:00 p.m.-1:55 p.m.
GROUP 1

A. AVOIDABLE CONSEQUENCES IN SEXUAL HARASSMENT SITUATIONS

Despite their best efforts, employers may not be able to avoid sexual harassment claims entirely, but they can take action that will help limit or avoid some of the adverse consequences of such claims. This session will provide concrete examples of policies, procedures and programs employers should put in place in advance of receiving harassment claims, and actions they should take after receiving harassment claims, to limit the nature and extent of damages or other consequences.

William E. Hughes III
Moderator
WHYTE HIRSCHBOECK DUDEK S.C.
Milwaukee, Wisconsin

Richard L. Deleissegues
Senior Attorney, Litigation
YUM! BRANDS, INC.
Irvine, California

Kathryn R. Hoying
JOHNSON & BELL, LTD.
Chicago, Illinois

B. BURLINGTON NORTHERN: EIGHTEEN MONTHS LATER

When the Supreme Court announced its decision in Burlington Northern & Santa Fe Railway Co. v. White, numerous commentators opined that it would open the floodgates to retaliation claims and make it harder for businesses to "manage around" claim-filing employees. Eighteen months later, sufficient time has passed to determine how Burlington has affected claims, litigation strategy, and management responses to

insulated employees. This panel will cover these and other topics related to the handling of retaliation claims.

Robert D. (Bob) Kilgore
Moderator
BALL & WEED, P.C.
San Antonio, Texas

Ellen Cho
Senior Counsel
THE CHILDREN'S PLACE
RETAIL STORES, INC.
Secaucus, New Jersey

Brian T. Coolidge
LORANCE & THOMPSON, P.C.
Houston, Texas

James C. (Doc) Dockery
Associate General Counsel
WALMART STORES INC.
Bentonville, Arkansas

C. COVENANTS NOT TO COMPETE IN THE GLOBAL MARKETPLACE

States vary in their approach to non-competition agreements. Some states—such as California—prohibit almost all agreements not to compete; others—such as Delaware—require only that such agreements advance a legitimate economic interest of the employer and be reasonable in geographic and temporal scope. This session will summarize the general principles followed by most states, and examine the process of writing an enforceable non-competition agreement.

Susan K. Eggum
Moderator
COSGRAVE VERGEER KESTER LLP
Portland, Oregon

William (Bill) J. Klemick
Senior Counsel
BAYER CORPORATION &
BUSINESS SERVICES
Pittsburgh, Pennsylvania

Staunton Golding
Managing Director
MBH ENTERPRISES
Denver, Colorado

H. William Wasden
BOWRON, LATTA & WASDEN, P.C.
Mobile, Alabama

1:55 p.m. – 2:10 p.m.
BREAK

2:10 p.m. – 3:05 p.m.
GROUP 2

A. PRIVACY IN THE WORKPLACE

Computers, emails, and the internet are not only tools that employees use, but are the environment in which employees communicate and perform their job. Use of technology not only implicates privacy issues with the employee, but opens a vast array of potential liabilities, including sexual harassment, defamation, and disclosure of confidential information. Trade secrets, client information, and other proprietary information can be disclosed to the world with the click of a mouse. Blogging and posting on websites provide information about the company and are growing concerns of employers. This panel will discuss not only what the problems are, but how an employer can address the problems in an effective manner.

Charles (Chad) E. Reis IV
Moderator
BROWN & JAMES, P.C.
St. Louis, Missouri

Ronald G. Polly, Jr.
HAWKINS & PARNELL, LLP
Atlanta, Georgia

Stephen L. Sitley
Associate General Counsel
SEARS HOLDINGS
MANAGEMENT CORPORATION
Hoffman Estates, Illinois

Peggy C. Watts
Vice President and Counsel
BELK STORES, INC.
Charlotte, North Carolina

B. AGE DISCRIMINATION IN THE UNITED KINGDOM AND EUROPEAN UNION: A NEW CONCEPT

Age discrimination legislation has only recently been introduced in Europe and is structured differently from its US counterpart. American companies setting up outside the US therefore need to beware - the impact of the legislation may not be what they are expecting. In this session we examine the effects of the legislation across several jurisdictions and flag up the practical pitfalls for business.

David Green
Moderator
CHARLES RUSSELL
London, England

Nicolas C. Sauvage
COURTOIS LEBEL
Paris, France

C. ENGLISH-ONLY POLICIES: PERMISSIBLE? WHEN AND HOW?

Forty-five million Americans (17.5% of the population) speak a language other than English in the home. A quarter of those 45 million speak little or no English. Under what circumstances may an employer institute workplace policies restricting communication in languages other than English? Our panel will explore recent case law, EEOC Guidelines, potential theories of liability under Title VII, what may constitute "business necessity" for an English-only rule, and how to narrowly and properly craft an English-only rule where business necessity exists.

David M. Eisenberg
Moderator
BAKER STERCHI COWDEN & RICE L.L.C.
Kansas City, Missouri

Hardin B. Kimmel
Senior Counsel – Labor & Employment
THE SERVICEMASTER COMPANY
Memphis, Tennessee

Gail S. Perry
BAYLOR, EVNEN, CURTISS,
GRIMIT & WITT, LLP
Lincoln, Nebraska

James R. Rowader, Jr.
Director, Labor and Employee Relations & Assistant General Counsel
TARGET CORPORATION
Minneapolis, Minnesota

D. ADA/FMLA AND WORKERS COMP: CIRCULAR ANALYSIS

Enforcement of attendance standards is not simply a matter of counting absences. Employers do still have the ability to uphold reasonable attendance standards, but when employees are unable or unwilling to report to work, employers must ensure the action taken is legally appropriate. How to keep your workforce productive without inviting a lawsuit remains a challenge. The FMLA has been the law for 14 years and courts continue to provide us with novel views on the interplay between the ADA and FMLA. Moreover some states have recognized retaliation for filing for workers compensation benefits as an exception to the "at will" employment concept. Working within the parameters of these laws can complicate the decisions you make, and careful forethought should be your watch words. We will provide you with real world insight into the problems that can arise when dealing with injured and disabled employees. Our panel of experts will share their experiences and offer their own unique solutions to this real life problem that is sure to arise at some point for every employer.

Schaun D. Henry
Moderator
MCNEES WALLACE & NURICK LLC
Harrisburg, Pennsylvania

Robert L. Kilbride
Vice President and Associate General Counsel
THE WACKENHUT CORPORATION
Palm Beach, Florida

Kathryn A. Quesenberry
WOODWARD, HOBSON & FULTON, L.L.P.
Louisville, Kentucky

Jane Stahl
Litigation and Employment Attorney
SHAW INDUSTRIES GROUP, INC.
Dalton, Georgia

3:05 p.m. – 3:20 p.m.
BREAK

3:20 p.m. – 4:15 p.m.
GROUP 3

A. ETHICS AND EMPLOYMENT LITIGATION

Numerous ethical dilemmas, both actual and potential, confront employment lawyers and their corporate clients as they together strive to provide efficient and responsible representation for corporations and their employees who are defendants in lawsuits arising out of the work environment.

William M. Trott
Moderator
YOUNG MOORE AND HENDERSON P.A.
Raleigh, North Carolina

Mitchell J. Cogen
Corporate Counsel
FREIGHTLINER LLC
Portland, Oregon

Debbie W. Durban
NELSON MULLINS RILEY
& SCARBOROUGH LLP
Columbia, South Carolina

Anita J. Wilson
Senior Employment Counsel
SARA LEE CORPORATION
Downers Grove, Illinois

B. THE "DUKES" OF HAZARD: WAGE AND HOUR PERILS IN A CLASS ACTION CONTEXT

The *Dukes v. Wal-Mart Stores, Inc.* case illustrates the hazards that confront the employers of this country in the handling of wage/hour issues and class certification issues. Its application is also relevant to your hiring decisions, job assignments, overtime duties, training and promotional opportunities, layoffs, recalls, employment evaluations and other issues. With the assistance of our learned panel (your peers in the industry), we will define the hazards, and we will work as a group to exchange ideas and information that will assist you in designing protocols for your business and that will help your company's decision-makers avoid and defeat discrimination charges in the wage/hour context.

Marc H. Harwell

Moderator
LEITNER, WILLIAMS, DOOLEY
& NAPOLITAN, PLLC
Chattanooga, Tennessee

Peter M. Dobelbower

*Chief Legal Officer, Vice President
and General Counsel*
HOBBY LOBBY STORES, INC.
Oklahoma City, Oklahoma

Thomas J. Lyons

HALL & EVANS, L.L.C.
Denver, Colorado

William C.E. Robinson

Senior Corporate Counsel
GEICO CORPORATION
Washington, District of Columbia

Martin P. (Marty) Szostak

Senior Attorney, Employment & Labor Law
WALGREEN CO.
Deerfield, Illinois

C. TRADING SPACES THROUGH MERGERS AND ACQUISITIONS –HOW THE NEW NAME ON THE BUILDING AFFECTS THE OFFICE

When a shift in ownership occurs virtually every employment law is implicated: WARN, employee compensation, retention issues, non-compete, and union organization. The surviving entity faces the merging of work forces, duplicative benefit plans, employees on leave, and pre and post closing liability issues. Please join us for a lively discussion covering all aspects of the employment implications of companies trading spaces.

Kimberly S. Moore

Moderator
STRASBURGER & PRICE, L.L.P.
Dallas, Texas

Janet Strevel Hayes

LEWIS, KING, KRIEG & WALDROP, P.C.
Knoxville, Tennessee

Joseph M. (Mark) Hough

Senior Corporate Counsel
SAS INSTITUTE, INC.
Cary, North Carolina

Robert Loewer

General Counsel
NATIONAL RAILWAY EQUIPMENT CO.
Dixmoor, Illinois

6:30 p.m. – 7:00 p.m.

COCKTAIL RECEPTION

Ballroom Terrace

7:00 p.m. – 10:00 p.m.

BUFFET DINNER

Ritz-Carlton Ballroom

Friday, October 5, 2007

7:00 a.m. – 8:00 a.m.

BREAKFAST BUFFET

Ballroom Terrace

7:00 a.m. – 8:00 a.m.

BREAKFAST SEMINAR

Miramar I-III

RETAINING OUTSIDE COUNSEL: TIPS FOR CLIENTS ... AND LAWYERS

FedEx Express tries most of its cases with in-house attorneys. FedEx Kinkos primarily hires outside counsel to try its cases. Hear what each has to say about hiring local counsel.

Philip W. Anderson

Moderator
WHITTEN, NELSON, MCGUIRE,
TERRY & ROSELIUS
Oklahoma City, Oklahoma

Alan Dabdoub

Managing Director Litigation
FEDEX/KINKOS
Dallas, Texas

R. Clinton Saxton

Managing Director Litigation
FEDEX
Memphis, Tennessee

8:00 a.m. – 11:30 a.m.

GENERAL SESSION

Ritz-Carlton Ballroom

8:00 a.m. – 9:15 a.m.

JEOPARDY: QUESTIONS TO YOUR ANSWERS ABOUT RECENT DEVELOPMENTS IN LABOR AND EMPLOYMENT LAW

Speakers will test their labor and employment law knowledge in a game show format.

John G. McDonald

Moderator
HELMS MULLIS & WICKER, PLLC
Charlotte, North Carolina

W. Scott Nehs

Vice President
Legal and Chief Compliance Officer
PEPSI AMERICAS, INC.
Chicago, Illinois

Sheryl Garland

Corporate Director of Claims & Litigation
NORDSTROM, INC.
Seattle, Washington

Dean A. Robertson

Senior Corporate Counsel
VITAS HEALTHCARE CORPORATION
Miami, Florida

9:15 a.m. – 10:30 a.m.

CUTTING EDGE ISSUES IN EMPLOYMENT LITIGATION, INCLUDING EMERGING TACTICAL ISSUES

Federally mandated naps?? Anti-bullying legislation?? This panel will look at the spectrum of potential legislation to expand worker's rights. The discussion will include details regarding the Employee Free Choice Act in Congress, an Act that labor alleges would help rebuild America's middle class and restore workers' freedom to choose a union.

Theresa Smith Lloyd

Moderator
PLUNKETT & COONEY, P.C.
Detroit, Michigan

Gordon E. Billheimer, Jr.

*Associate General Counsel
& Chief Litigation Counsel*
LEGGETT & PLATT
Carthage, Missouri

W. David Paxton

ENTRY LOCKE RAKES & MOORE, LLP
Roanoke, Virginia

Michael Zylstra

General Counsel & VP
CRACKER BARREL OLD
COUNTRY STORE, INC.
Lebanon, Tennessee

10:30 a.m. – 10:45 a.m.

BREAK

10:45 a.m. – 12:00 noon

DISCIPLINING AND/OR TERMINATING KEY EMPLOYEES: BEST PRACTICES

Disciplining or terminating Key Employees creates the potential for some of the most controversial and costly employment disputes and litigation for employers. There are many special considerations that must be taken into account. For example, terms of employment contracts, change-of-control agreements, stock option plans and other contracts all must be considered in taking action against executive-level employees.

Also, is progressive discipline a viable option for these employees? What is the impact on business relationships? Are non-compete agreements triggered? Our panelists will work through this minefield and explain the best practices for disciplining/terminating key employees while avoiding expensive litigation.

Charles M. Roesch

Moderator

DINSMORE & SHOHL LLP

Cincinnati, Ohio

Patrick B. Loftus

Vice President-Law & Government Affairs

TTX COMPANY

Chicago, Illinois

Maria Miller

Vice-President and Deputy General Counsel

ABM INDUSTRIES INCORPORATED

San Francisco, California

Troy A. Price

WRIGHT, LINDSEY & JENNINGS LLP

Little Rock, Arkansas

Buses will depart from the Ritz-Carlton at 2:30 p.m. and will return to the hotel at 9:00 p.m.

Registration for optional activities is required and space is limited. Please contact your ALFA attorney to register for these activities.

12:00 noon – 1:00 p.m.

LUNCH

Ballroom Terrace

OPTIONAL AFTERNOON ACTIVITIES WITH DINNER

2:45 p.m. – 7:15 p.m.

OPTION 1 - HORSEBACK RIDING & BBQ DINNER

Enjoy the great outdoors during an afternoon of guided horseback riding along Northern California's trails, surf, and sand. After the ride, join us for a BBQ dinner at the ranch. Buses will depart from the Ritz-Carlton at 2:45 p.m. and will return to the hotel at 7:15 p.m.

2:30 p.m. – 9:00 p.m.

OPTION 2 - SAN FRANCISCO TOUR & DINNER AT FISHERMAN'S WHARF

Join us for a guided afternoon of site seeing in San Francisco beginning with a scenic drive along Hwy 1 Coastal Route. Top off the day with a four course dinner at the Franciscan Restaurant at Fisherman's Wharf.

General Information

MEETING LOCATION:

The Ritz-Carlton Half Moon Bay
One Miramontes Point Road
Half Moon Bay, California 94019
Phone: (650) 712-7000
Fax: (650) 712-7070

REGISTRATION:

Contact your ALFA attorney to register.

HOTEL:

ALFA Hotel Room Rate:
Traditional Room - \$315 per night,
single or double occupancy

The deadline for obtaining a room reservation at the ALFA rate is Monday, September 10, 2007. After this date, hotel reservations at the ALFA rate will be on a space-available basis.

Hotel reservation requests are submitted by completing the seminar registration process. Please contact your ALFA attorney to register.

CLE CREDIT:

ALFA International certifies that this activity has been approved for CLE credit in the amount of 9.5 hours.

ATTENDANCE IS OPEN ONLY TO MEMBERS OF ALFA INTERNATIONAL AND THEIR INVITED GUESTS.

To Contact ALFA:

ALFA International
980 N. Michigan Avenue
Suite 1180
Chicago, Illinois 60611

Tel: 312/642-ALFA (2532)

Fax: 312/642-5346

Email: jnicholson@alfainternational.com