

Schedule

Time	Event / Seminar	Speaker
8:15 a.m. – 8:45 a.m.	Registration (Rolls and Coffee)	
8:45 a.m. – 10:00 a.m.	Employment Law Update	Sarah Andrews Herman
10:00 a.m. – 10:15 a.m.	Break	
10:15 a.m. – 11:00 a.m.	The Affordable Care Act: Countdown to Employer Taxes and Reporting	Tim Goodman
11:00 a.m. – 11:45 a.m.	Managing the ADA Risk	Ross Nilson
11:45 a.m. – 12:30 p.m.	Lunch	
12:30 p.m. – 2:00 p.m.	The Impact of Digital Evidence	Mark Lanterman
2:00 p.m. – 2:10 p.m.	Break	
2:10 p.m. – 2:40 p.m.	Paid Time Off, Awards, Gift Cards, and Turkeys: The Taxing World of Benefits	Tim Goodman
2:40 p.m. – 3:10 p.m.	Who Did What When and Where: Conducting Timely and Effective Internal Investigations	Sarah Andrews Herman
3:10 p.m. – 3:20 p.m.	Break	
3:20 p.m. – 4:00 p.m.	HR Odds & Ends and Ask the Attorneys	Sarah Andrews Herman, Ross Nilson, Tim Goodman
4:00 p.m. – 4:30 p.m.	Do I Need to Come to Work: FMLA	Sarah Andrews Herman

Registration & Education Credit

Seminar Registration Fee

The fee for a single participant is \$80.
The fee for each additional participant from the same organization is \$40.

Name: _____
 Title: _____
 Company/Firm: _____
 Address: _____

 City/State/Zip: _____
 Telephone: _____
 Email: _____

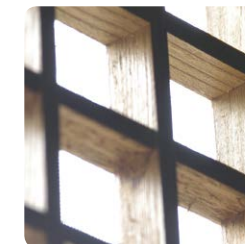
Please return form with your check to:

Dorsey & Whitney LLP
 Attention: Gail Smith
 PO Box 1344
 Fargo, ND 58107-1344

If you prefer, you may signup online at <http://www.dorsey.com/fargo-labor-employment-seminar-050814>. After signing up online, please send payment to Gail Smith. If there are any questions, please call Gail Smith at (701) 271-8882.

Continuing Education Credit Information

Dorsey & Whitney is an Accredited Provider of CLE in California and New York and this program will be CLE accredited in those states. We will also apply for CLE credit in North Dakota, Minnesota, and Iowa. We are applying to the HR Certification Institute for preapproval of recertification credit hours towards this event. For further information on CLE and credit matters, please contact Carla Tollefsrud at tollefsrud.carla@dorsey.com.



Labor, Employment and Benefits Seminar

Thursday, May 8, 2014

Ramada Plaza & Suites
 1635 42nd Street South
 Fargo, North Dakota 58103

Dorsey and Whitney's Fargo Labor and Employment Team

Dorsey's Fargo Labor and Employment practice is widely recognized as one of North Dakota's finest. Practice head Sarah Andrews Herman has been recognized by Best Lawyers in America, the international lawyer ranking organization Chambers & Partners and by North Dakota Super Lawyers. Chambers awarded her a "star" ranking, the highest ranking possible, and she is the only lawyer in North Dakota to receive this honor for Labor and Employment. In addition, the Fargo office of Dorsey & Whitney was chosen the large tier winner of 'Labor Law Firm of the Year in North Dakota' for 2013 by Corporate INTL magazine. Previously, Dorsey's Fargo Labor & Employment practice was top ranked in the U.S. News & World Report/Best Lawyers survey of all firms. Areas of expertise include the defense of employers facing discrimination claims, litigation, class actions, arbitrations, regulatory audits, and the negotiation of collective bargaining agreements as well as general labor-management disputes. Dorsey's Labor and Employment team manages client issues efficiently and is committed to early strategic assessment, effective and favorable resolution and cost management.

Because Dorsey Fargo is part of an AmLaw 100 firm, we can tap into the knowledge and experience of over 550 attorneys located in 19 other offices on four continents. So whether your issues are local, regional, national or global, Dorsey can provide the right answer. Combined with our award winning client services, there is no reason to settle for less than the best. The extensive resources of a global firm enable the Fargo team to "exceed expectations" and "advise on any issues that may crop up," according to appreciative clients. In addition, the team provides employment law training not only to employers but also to the judiciary.

The Dorsey Fargo Labor and Employment group offers employment law solutions in great depth and breadth. The team is particularly noted for its handling of OFCCP and wage and hour matters, and is recognized for its litigation and arbitration expertise. *Chambers USA's Client Guide* states that the firm continues to be recognized as one of the leading labor and employment shops in North Dakota. The team is noted for its accessibility, strong client satisfaction, rates and an ability

Dorsey and Whitney's Fargo Labor and Employment Team

to draw upon a network of experts who can "answer any question, no matter how niche it may be." "We trust them and know that they have our best interests in mind at all times." Dorsey is "absolutely top-notch – very responsive, very quick, very thorough. I'm extremely happy with them." Dorsey is also a "proactive team that strives to prevent problems occurring before they arise," and "has very few equals" in North Dakota and Minnesota, or even nationwide, and clients deem the group to be "very responsive."

Presenters

Sarah Andrews Herman is a member of Dorsey's Trial and Labor and Employment Practice Groups. Sarah has extensive experience in employment and labor law matters. She frequently handles trials, arbitrations, mediations, EEOC charges, OFCCP audits, wage and hour audits, AAP's, training of employees and managers, drafting and applying policies and procedures to limit employers' risk of employment litigation, unionization issues, and collective bargaining. Sarah also has significant litigation experience in a number of areas including employment litigation, commercial litigation and products liability. Sarah was recognized as **Lawyer of the Year 2014** by **Best Lawyers in America**® and has been named in *The Best Lawyers in America* every year since 1990. Sarah has also been named to the *2013 Great Plains Super Lawyers* list in the area of Employment and Labor law. She is the only lawyer in North Dakota who received *Chambers USA's* highest ranking, a star. Sarah is the partner in charge of the Fargo office of Dorsey & Whitney which was chosen as the Large Tier winner of the 2013 Corporate INTL Magazine Legal Award for Labor Law Firm of the Year in North Dakota and Litigation Law Firm of the Year in North Dakota. Sarah can be contacted at herman.sarah@dorsey.com.

Presenters

Tim Goodman is a member of Dorsey's Benefits and Compensation and Executive Compensation Practice Groups. Employers turn to Tim for assistance with executive compensation, retirement plans, health plans, and severance arrangements. He works with employers on responding to health care reform, fiduciary responsibility, wellness programs, deferred compensation (including section 409A), and worker classification. Tim speaks frequently on benefit topics. In addition, Tim is a contributing author for the chapter on ERISA in the *Minnesota Employment Law and Practice* (3rd edition) published by Thomson West Publishing. Tim can be contacted at goodman.timothy@dorsey.com.

Ross Nilson is a member of Dorsey's Labor and Employment Practice Group. He has extensive experience in employment law matters including the defense of discrimination claims, whistleblower and retaliation claims, and FMLA claims. He also frequently advises employers on how to minimize litigation risk and provides training on various employment law topics. Other areas of his practice include commercial and business litigation, and other general business disputes. Prior to joining Dorsey, Ross practiced with the Nilles Law Firm and was a law clerk of the federal and state courts in Minnesota. He can be contacted at nilson.ross@dorsey.com or follow him on Twitter: @NDEmploymentLaw or at the North Dakota Employment Law Blog <http://northdakotaemploymentlaw.wordpress.com/>.

Mark Lanterman is Chief Technology Officer of Computer Forensic Services. Before entering the private sector, Mark spent 11 years as a police investigator and as a member of the U.S. Secret Service Electronic Crimes Task Force. He has routinely assisted the Secret Service, FBI, and the U.S. Attorney's Office as well as hundreds of law firms and corporations with computer-related investigations. Mark was recognized by the Director of the U.S. Secret Service for his contributions to law enforcement.