

2007 Employment Practices Conference

November 2, 2007 – San Francisco
November 7, 2007 – Universal City



As the person who oversees the HR function of your firm or business, you need to be current in every aspect of employment law. State and federal laws change annually and offer more protection for the employee than ever before, especially in California.

This conference is designed by CPAs, attorneys and HR administrators to bring you up-to-date on the issues that affect your workplace. The planning committee tailors the conference to provide information you need to prevent common employer mistakes. Well-versed speakers will discuss the issues of most importance to you in your relationship with personnel. Time will be given for your questions to be answered.

Objective

Gain the latest updates on employment law and learn how they affect your practice or your clients' business.

Who Should Attend

CPAs in public practice or in industry, controllers, office managers, human resource generalists, and other professional staff responsible for the HR function. CPAs and attorneys who want to be knowledgeable about employment law when their clients discuss personnel issues with them.



Level: Update
Prerequisites: None

CPE Hrs: 8
MCLE Hrs: 6.5

Conference Schedule

**Welcome and
Introductions** 8:30 am

*Richard S. Rosenberg, Esq.
Conference Co-Chair
Ballard Rosenberg Golper & Savitt LLP
Universal City*

*Katherine A. Hren, Esq.
Conference Co-Chair
Ballard Rosenberg Golper & Savitt LLP
Universal City*

Legal Update 8:35 am

- New cases
- Restrictive covenants – non competition
- Statutes
- Trends
- What's on the horizon
- Hot topics EEOC
 - What to look out for

*Deborah Birndorf, Esq., MBA
Birndorf Law Offices
Santa Monica*

**Managing a Diverse
Workforce** 9:25 am

- Dress codes
- Tattoos, piercings
- Gender and gender identity issues
- Cultural issues
- Accommodations

*Irma Rodriguez Moisa, Esq.
Atkinson, Andelson, Loya, Ruud & Romo
Cerritos*

**Wage and Hour
Update** 10:30 am

- Exempt/non-exempt
- Meal and rest periods
- Travel time
- Wage deductions
- Termination pay

*Katherine A. Hren, Esq.
Ballard Rosenberg Golper & Savitt LLP
Universal City*

*Richard S. Rosenberg, Esq.
Ballard Rosenberg Golper & Savitt LLP
Universal City*

Lunch
(on your own) 11:45 am

**Leaves of
Absence** 12:45 pm

- Workers compensation
- Wage replacement
- Military leaves
- Disability

In Northern California

*Elizabeth R. Ison, Esq.
The Ison Law Group
Sacramento*

In Southern California

Speaker to be announced

**Talent Management
Across the Generations:
Recruitment and Retention
Strategies for CPA
Firms** 1:45 pm

- Identifying generational markers and motivations for work
- Communicating effectively with each generation
- Tailoring recruitment strategies to attract targeted populations
- Creating orientation, training and performance management programs to increase retention across generations
- Aligning compensation and benefits to generational needs and expectations

*Amy Hirsh Robinson, Principal
Interchange Group
Los Angeles*

You can be a sponsor at this conference!

Don't miss the opportunity to showcase your products and services to CPAs and other financial professionals attending this conference. For more information about sponsorships, please contact Cheryl Smith at (650) 802-6202 or csmith@educationfoundation.org.

Independent Contractor vs. Employee 2:45 pm

- Sources of regulation beyond the IRS
- What are the tests?
- Misclassification
- Penalties
- Co-employer/joint employer issues
- Outsourcing and temps

In Northern California

Michael A. Futterman, Esq.
Futterman & Dupree LLP
San Francisco

In Southern California

Mark E. Terman, Esq.
Reish Luftman Reicher & Cohen
Los Angeles

Privacy Issues..... 3:35 pm

- Computers, email, voicemail and blogging
- Background checks
- Drug testing
- Surveillance, searches and investigations
- Proprietary information/trade secrets
- Policies and agreements

Mark I. Schickman, Esq.

Freeland Cooper & Foreman LLP
San Francisco

Adjourn 4:35 pm

Please note: All topics and speakers are subject to change. For the most up-to-date information on all Education Foundation programs, please check www.educationfoundation.org.



Don't miss the Solo/Sole Practitioners Conference the prior day!

Catch up on the latest practice management issues CPAs in solo practice and CPAs in small partnerships may face.

Both the *Solo/Sole Practitioners Conference* and the *Employment Practices Conference* are ideal for solo/sole practitioners, small business accountants, and business managers to attend.

For full course descriptions, dates, and locations, call (800) 922-5272 or visit www.educationfoundation.org.

Here's what attendees had to say about last year's conference:

"This conference was loaded with great information. The topics covered are usually the ones employers struggle with."

"The speakers were very knowledgeable and covered a nice mix of topics."

"I learned a lot about old and current employment practices and now I can identify issues better."



Hotel Information

San Francisco

Hilton San Francisco
333 O'Farrell Street
(415) 771-1400

Universal City

Hilton Universal City
555 Universal Hollywood Drive
(818) 506-2500

Planning Committee Members

Richard S. Rosenberg, Esq.

Conference Co-Chair
Ballard Rosenberg Golper & Savitt, LLP
Universal City

Katherine Hren, Esq.

Conference Co-Chair
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Futterman & Dupree LLP
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Lynne S. Hague

Lighthouse Capital Partners
Menlo Park

Nancy Rae

Duffy, Kruspodin & Company, LLP
Encino

Mark E. Terman, Esq.

Reish Luftman Reicher & Cohen
Los Angeles

Registration Information

All registrations are taken on a first-come, first-served, space available basis. We recommend that you register at least three weeks before each event to ensure your registration. Note: Multi-day programs must be attended by the same registrant each day. Parking fees are the responsibility of the attendee. Course attendance is required to receive materials.

VP members and **coupon users** must register in advance for all classes. No walk-ins are allowed. Coupon users must bring coupon(s) with their confirmation notice to the event. For multi-day programs, all coupons must be turned in on the first day. Coupons may not be combined with other forms of payment.

To be admitted to your event, you are required to show photo ID and turn in your confirmation notice. You may print your own confirmation notice from the website; however keep in mind, if you print more than 21 days before the event, you may miss last minute changes. Approximately 21 days before the event, the Education Foundation will send you an official confirmation notice (via e-mail, fax, or mail according to your stated preference). Please check this notice carefully for FINAL details about the event facility.

If you need to cancel a registration, please notify us within two days of the event to receive a full refund and avoid a \$50 cancellation fee. There is no charge for transferring to another event. **VP members** and **coupon users**, who need to cancel or transfer, please notify the Foundation within two days of the event so that others can enroll. All cancellations made on or after the day of the event will be billed a \$50 "no show" fee.

For more information regarding administrative policies such as complaint and refund, please contact the Customer Services Department at (800) 922-5272.



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2007 Employment Practices Conference

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My Preferred Confirmation Method is E-mail Fax Mail

Event

Employment Practices Conference

- November 2, 2007 – San Francisco
Event #57720701–EMPC \$ _____
- November 7, 2007 – Universal City
Event #57720702–EMPC \$ _____

Fees

Nonmember—\$325; CalCPA member—\$275;
VP Member—\$0; Coupon (Bring 1 Coupon)—\$0

Don't miss the Solo/Sole Practitioners Conference the prior day!

Solo/Sole Practitioners Conference

- November 1, 2007 – San Francisco
Event #57724401–SFC \$ _____
- November 6, 2007 – Burbank Area
Event #57724402–SFC \$ _____

Fees

Nonmember—\$325; CalCPA member—\$275;
VP Member—\$39; Coupon (Bring 1 Coupon)—\$39

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