

PRESENTERS



Attorney Sara Ackermann

Sara has substantial experience advising and representing clients in the employment law arena. Sara provides counsel to employers on every aspect of federal and state employment laws, including laws regarding drug and alcohol testing, background checks, employee privacy, wrongful discharge, anti-discrimination, anti-harassment, plant closing and mass lay-off, wage and hour, Family Medical Leave Act, and reasonable accommodation. In addition, Sara conducts on-site employment law training, including but not limited to, sexual harassment training for employees and "employment law basics" training for management.



Attorney Dean Dietrich

Dean practices in the areas of labor and employment law, representing public and private sector employers in the many aspects of employment law and labor relations. Dean has extensive experience representing employers in prohibited practice complaints, grievance arbitration hearings, and equal rights claims before state agencies and private arbitrators. In addition, Dean provides counsel to employers on how to respond to discrimination claims or harassment claims arising in the workplace. He chairs the firm's Employment, Benefits & Labor Relations practice group.



Attorney Mary Ellen Schill

Mary Ellen's employee benefits law practice involves the representation of both public and private sector employers in their sponsorship of all forms of employee benefit plans as well as compensation planning. Mary Ellen has extensive experience in employee benefit plan selection and design, as well as plan drafting and implementation, whether qualified or non-qualified retirement plans, flexible benefit plans, or welfare benefit plans. She has counseled private sector employers on establishing, maintaining, and terminating ESOPs, and assisted plan sponsors in ESOP redemption transactions. She also provides clients with a wide range of expertise regarding tax qualification, plan administration, preparation of plan participant communications, plan amendments, and plan terminations.



Attorney Bryan Symes

Bryan actively represents management-side clients in the areas of employment and labor law and provides counseling and litigation services associated with such substantive topics as employment practices policies, discrimination, harassment, reprisal, unemployment benefits, wage and hour law, FMLA, ADA, employment contracts, employment compliance matters, affirmative action plans, and non-compete and non-solicitation agreements. In addition, Bryan represents public and private employers in collective bargaining and all aspects of labor-related litigation. He also provides advice to local governments and school districts on all aspects of municipal law.



Attorney Kevin Terry

Kevin's legal practice focuses on providing counsel to clients in matters relating to labor and employment law, municipal law, and school law. Kevin negotiates collective bargaining agreements on behalf of public and private sector employers. In addition to representing municipalities in all day-to-day legal issues, Kevin's services also include ordinance drafting and enforcement, municipal finance, drafting of contracts and development of agreements, zoning matters, counsel at regular meetings, and compliance with public records and open meetings law.



Attorney Amy Wesner

Amy is an associate attorney with a passion for tax. She advises individuals and businesses on a variety of tax matters including entity taxation, estate and gift tax planning, and tax filing requirements. Amy brings a practical solution-orientated approach to the tax issues present in the formation and operation of domestic and international entities, mergers and acquisitions, and business succession planning. Working closely with clients, their financial advisors, and accountants, she creates and implements tax-efficient structures for business operations and investment holdings.

CONFERENCE OUTLINE

Impact of U.S. v. Windsor and IRS Recognition of Same Sex Marriages on Wisconsin Employers.

Attorney Mary Ellen Schill

Wisconsin does not recognize (and in fact criminalizes) same sex marriage. The United States Supreme Court in U.S. v. Windsor held that a portion of the federal Defense of Marriage Act was unconstitutional, but left stand the part of DOMA that says that states can refuse to recognize same sex marriages. The Internal Revenue Service now says that it will recognize same sex marriage for federal tax purposes, even if the taxpayer lives in a state that does not recognize same sex marriages. What does this all mean for Wisconsin employers and their employee benefit plans? This presentation will help you sort it all out.

Benefits, Perquisites, Perks, Gifts and Rewards – The IRS Doesn't Care What You Call It

Attorney Amy Wesner

Are there doughnuts in the break room? Who bought lunch? Do employees receive holiday gifts? Are there rewards for meeting performance goals? Call it what you want, but any cash or property that an employee receives from an employer in lieu of or in addition to regular wages is a fringe benefit that may be subject to taxation. Attend this seminar to learn tips and tricks to determining tax treatment of fringe benefits, potential employer liability, and hot topic trends in fringe benefit taxation.

What is Attorney-Client Privilege and Why Should I Care?

Attorney Sara Ackermann

Every day HR professionals draft e-mails, memos, disciplinary notices, termination letters, and countless other documents that could someday be "Exhibit A" in a discrimination law suit. Sara Ackermann will address the "do's" and "don'ts" of effectively and efficiently using legal counsel to minimize risk within your HR budget. Sara will cover the "how, when, and why" of using legal counsel in several areas, including, document drafting, conducting audits, and performing investigations. E-mail your best lawyer joke to Sara prior to her presentation—the attendee with the funniest submission will win a prize!

Independent Contractor Status: Who is Your Employee and Who is Not?

Attorney Kevin Terry

In a difficult economy, government agencies dealing with deficits are going to increasingly focus on misclassification audits as a potential revenue source. This presentation will highlight the determinative factors looked at by administrative bodies when deciding if a party is an employee or an independent contractor.

The NLRB Has Been Given New Life: What Does That Mean for Union and Non-union Employers?

Attorney Dean Dietrich

This presentation will address the activism being displayed by the National Labor Relations Board for both union and non-union employers. Recent presidential appointments have created a fully-staffed National Labor Relations Board that has an anticipated agenda of pro-employee and pro-union activities. Employers will learn how to avoid a union election including a "quickie" election or a "mini-union" election. Employers will also learn how to modify their personnel policies to address the recent decisions and legal guidance provided by the NLRB.

Employees Gone Wild: How to Protect Your Company From Hidden Risks.

Attorney Bryan Symes

In this hour-long session, attorney Bryan Symes will provide helpful insight into several of the most-common HR headaches involving out-of-control or unusual employee conduct, including employee requests for accommodation of non-traditional religious practices/observances, rogue employees who are out to steal the company's business, employees who are arrested or convicted, contractors who believe they are employees, employees who like to party a bit too much, workplace bullies and employees who like to broadcast their workplace grievances through social media. This presentation will educate attendees through reference to "real life" examples and easy-to-remember memory devices.

REGISTRATION

COMPANY _____
 ADDRESS _____
 PHONE _____
 EMAIL _____

I/We will attend the Annual Employment, Benefits & Labor Relations Law Conference on November 7, 2013 at the Westwood Conference Center, 1800 Westwood Center Blvd., Wausau WI.

Number of people attending: _____
 Names of people attending: _____

Please register by contacting Shannon Nest
 by email: snest@ruderware.com
 by phone: 715.845.4336
 or by mailing this form to:

Shannon Nest
 Ruder Ware, L.L.S.C.
 P.O. Box 8050
 Wausau, WI 54402-8050

Please make checks payable to Ruder Ware and mail to the above address.

Annual Employment, Benefits & Labor Relations Law Conference

Thursday, November 7, 2013

Westwood Conference Center
 1800 Westwood Center Boulevard
 Wausau, WI 54401

Sponsored by



HRCI credit approval is pending.

Register Today!

with Shannon Nest
snest@ruderware.com
 715.845.4336

www.ruderware.com

Visit our blog at www.blueink.com

CONFERENCE SCHEDULE

Registration: 7:30 a.m.

Welcome and Introductions: 8:00 a.m.

8:05 a.m. - 9:20 a.m.

Impact of U.S. v. Windsor and IRS Recognition of Same Sex Marriages on Wisconsin Employers

Attorney Mary Ellen Schill

Benefits, Perquisites, Perks, Gifts and Rewards – The IRS Doesn't Care What You Call It

Attorney Amy Wesner

Break: 9:20 a.m. - 9:30 a.m.

Morning Workshops, Round 1 (Choose One)

9:30 a.m. - 10:40 a.m.

- **What is Attorney-Client Privilege and Why Should I Care?**

Attorney Sara Ackermann

- **Independent Contractor Status: Who is Your Employee and Who is Not?**

Attorney Kevin Terry

Break: 10:40 a.m. - 10:50 a.m.

Morning Workshops, Round 2 (Choose One)

10:50 a.m. - Noon

- **The NLRB Has Been Given New Life: What Does That Mean for Union and Non-union Employers?**

Attorney Dean Dietrich

- **Employees Gone Wild: How to Protect Your Company From Hidden Risks**

Attorney Bryan Symes

Stump the Experts: Luncheon Topic

CONFERENCE OVERVIEW

Conference Cost:

- \$100 Non-CWSHRM/CVSHRM members
- \$85 CWSHRM/CVSHRM members

Conference materials, refreshments and lunch included in conference fee. HRCI credit approval is pending.

Seating is limited - please register by November 1, 2013

Who Should Attend:

- Human Resource Professionals
- Business Owners
- Managers
- Supervisors

Please mail checks payable to Ruder Ware to:

Shannon Nest
 Ruder Ware, L.L.S.C.
 P.O. Box 8050
 Wausau, WI 54402-0850

DIRECTIONS

Westwood Conference Center

Take exit 193 (Bridge St.) from US 51/I-39.
 From North - turn right onto Bridge Street.
 From South - turn left onto Bridge Street.
 Turn right onto Westwood Drive.
 Turn right onto Westwood Center Boulevard.