

Register online at www.bsk.com or complete and return the registration form below. Please RSVP 10 days prior to seminar.

Registration Fees

- BS&K Clients: \$50.00 (per program)
- General Public: \$65.00 (per program)

Dates and Locations

Protecting Your Company's Valuable Information

- March 19, 2008, Melville Marriott
- March 18, 2008, Yale Club

Strategies To Address Workplace Privacy Issues

- April 23, 2008, Melville Marriott
- April 22, 2008, Yale Club

Immigration Issues With The Employment Of Professionals

- September 24, 2008, Melville Marriott
- September 23, 2008, Yale Club

How To Conduct Effective Investigations

- October 30, 2008, Melville Marriott
- October 28, 2008, Yale Club

Register online at www.bsk.com or by returning the registration form below to: Bond, Schoeneck & King, PLLC, Attn: Ms. Toko Moyo, One Lincoln Center, Syracuse, NY 13202.

Name: _____

Title: _____

Organization: _____

Address: _____

City: _____ State: _____ Zip: _____

E-Mail: _____

Telephone: _____ Fax: _____

The following people will also attend:

Name: _____

Title: _____

E-Mail: _____

Name: _____

Title: _____

E-Mail: _____

The registration fee will be waived for demonstrated cases of financial hardship. Refunds will only be made for cancellations received 5 business days before event. Please make checks payable to Bond, Schoeneck & King, PLLC and return this form to: Ms. Toko Moyo, Bond, Schoeneck & King, PLLC, One Lincoln Center, Syracuse, NY 13202
 Telephone: 1-800-339-8897 Fax: 315-218-8100
 E-mail: tmoyo@bsk.com or register online at www.bsk.com.

This seminar is intended for the invited guests of Bond, Schoeneck & King, PLLC who reserves the right to deny admission to any applicant.

BOND, SCHOENECK & KING, PLLC
 One Lincoln Center, Syracuse, NY 13202-1355

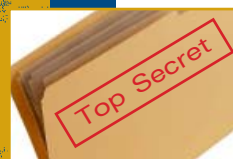
If it involves your workplace, we can help.

With 60 labor, employment law and employee benefits attorneys, BS&K is here to help you with all of your workplace needs. We pride ourselves on the depth of our knowledge, experience, and resources. We are committed to client service, personal attention, and around-the-clock responsiveness as we assist you in the full range of labor, employment law and employee benefits challenges that confront your workplace.

- Preventive Counseling
- Collective Bargaining
- Unfair Labor Practice Defense
- Discrimination Litigation Defense
- Employee Handbook, Personnel Policies and Benefit Plan Review
- ERISA Litigation
- Harassment and Diversity Training
- Immigration Services
- OSHA Compliance
- Union Avoidance
- Wage-Hour Audits

2008 Program Calendar

CLE / PHR / SPHR Credit Available



Protecting Your Company's Valuable Information

Melville: March 19, 2008
 New York City: March 18, 2008



Strategies To Address Workplace Privacy Issues

Melville: April 23, 2008
 New York City: April 22, 2008



Immigration Issues With The Employment Of Professionals

Melville: September 24, 2008
 New York City: September 23, 2008



How To Conduct Effective Investigations

Melville: October 30, 2008
 New York City: October 28, 2008

Melville Marriott Long Island
 1350 Old Walt Whitman Road, Melville, NY
The Yale Club of New York City
 50 Vanderbilt Avenue, New York, NY

Who Should Attend

While these programs are designed for attorneys responsible for labor and employment law issues within a corporate environment, they also will be of value to both general practitioners and Human Resource professionals.

Protecting Your Company's Most Valuable Competitive Information And Employees In The Digital Age

Melville: March 19, 2008

New York City: March 18, 2008

1.5 CLE Professional Practice Credits*

0.5 CLE Ethics Credits*

(Eligible for MCLE credit for newly-admitted attorneys)

Registration and Continental Breakfast: 8:30 a.m. to 9:00 a.m.

Program: 9:00 a.m. to 11:00 a.m.

- Protecting your business with effective and comprehensive noncompete agreements
- Aggressive legal remedies against the "faithless servant"
- IP issues arising in the employment context
- Internet policies and electronic records
- Ethical Considerations

Strategies To Address Workplace Privacy Issues: How Far Can Employers Go In Regulating Employees' Looks, Behavior And Conduct?

Melville: April 23, 2008

New York City: April 22, 2008

1.5 CLE Professional Practice Credits*

0.5 CLE Ethics Credits*

(Eligible for MCLE credit for newly-admitted attorneys)

Registration and Continental Breakfast: 8:30 a.m. to 9:00 a.m.

Program: 9:00 a.m. to 11:00 a.m.

- Appearance/Grooming Standards
- Drug and Alcohol Testing
- Off-Duty Conduct
- Workplace Romances
- Internet Activities (Blogging/MySpace)
- Ethical Considerations

Agenda

8:30 a.m. to 9:00 a.m. Registration and Continental Breakfast

9:00 a.m. to 11:00 a.m. Program

Immigration Issues With The Employment Of Professionals In Today's Global Marketplace

Melville: September 24, 2008

New York City: September 23, 2008

1.5 CLE Professional Practice Credits*

0.5 CLE Ethics Credits*

(Eligible for MCLE credit for newly-admitted attorneys)

Registration and Continental Breakfast: 8:30 a.m. to 9:00 a.m.

Program: 9:00 a.m. to 11:00 a.m.

- Understanding the U.S. Immigration framework
- Temporary Employment-Based category:
 - H-1Bs, L-1s, TNs, H-3s (Timing, Costs, Visa Quotas and related work sponsorship issues)
- Are you ready to employ the individual on a permanent basis?
 - Options
 - Costs
 - Timing
 - Labor Certification process and related filings
- Issues Relating with Sponsorships:
 - Who pays?
 - I-9 Employment Verification Issues and related matters
- Ethical Considerations

How To Conduct Effective Investigations While Avoiding Common Pitfalls

Melville: October 30, 2008

New York City: October 28, 2008

1.5 CLE Professional Practice Credits*

0.5 CLE Ethics Credits*

(Eligible for MCLE credit for newly-admitted attorneys)

Registration and Continental Breakfast: 8:30 a.m. to 9:00 a.m.

Program: 9:00 a.m. to 11:00 a.m.

- Developing an Investigation Plan and Strategy
- Effectively Conducting the Investigation
- Reconciling Investigation Needs with Electronic Age Issues
- Navigating Legal Restrictions While Conducting the Investigation
- Ethical Considerations

*CLE Credit

Bond, Schoeneck & King, PLLC has been certified by the New York State Continuing Legal Education Board as an Accredited Provider of Continuing Legal Education in the State of New York. Each program has been designated as providing the listed number of credits in accordance with the requirements of the New York State Continuing Legal Education Board.

PHR and SPHR Credit

Approval is pending for recertification credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI) for this program. For more information about certification or recertification, please visit the HRCI homepage at www.hrci.org.

Melville Marriott Long Island, 1350 Old Walt Whitman Road, Melville, 631-673-4325

From Eastern Long Island: Take the Long Island Expressway (495) West to Exit 49 North (Route 110 Huntington). Stay on the Service Road and after the second light, the hotel is on the right hand side.

From Western Long Island: Take the Long Island Expressway (495) East to Exit 49 South (Route 110 Huntington). Make a left at the first light into Old Walt Whitman Road. Stay on Old Walt Whitman Road and the hotel will be on the right side.

From the Northern State Parkway: Take the Northern State Parkway to Exit 40 South (Route 110 South). Continue to the westbound Service Road of the Long Island Expressway (495) West. Make a right onto the Service Road and the hotel will be on your right hand side.

From the Southern State Parkway: Take the Southern State Parkway to Exit 32 North (Route 110 Huntington) to the Service Road of the Long Island Expressway (495) West. Make a left onto the Service Road and the hotel will be on your right hand side.

From the Verrazano Bridge, Staten Island, New Jersey and Brooklyn: Belt Parkway East to the Cross Island Parkway North to the Long Island Expressway (495) to Exit 49 South (Route 110 Huntington). Make a left at the first light onto Old Walt Whitman Road and the hotel will be on your right hand side.

From Throgs Neck Bridge, Whitestone Bridge, Upstate NY and New England: Cross Island Parkway South to the Long Island Expressway (495) East to Exit 49 South (Route 110 Huntington). Make a left at the first light onto Old Walt Whitman Road and the hotel will be on the right hand side.

The Yale Club of New York City, 50 Vanderbilt Avenue, New York, 212-716-2100

The Yale Club is located on the corner at 50 Vanderbilt Avenue between 44th and 45th Streets, across from the western entrance to Grand Central Station.

Via Subway: Take the 4, 5, 6, 7 trains or Times Square Shuttle to Grand Central and exit on Vanderbilt Avenue.

Via Railroad: Metro-North to Grand Central and exit on Vanderbilt Avenue

Driving: Parking is available on Vanderbilt and 43rd. Hourly and daily rates apply.

From the George Washington Bridge: After crossing the bridge on the I 95 North take the first exit to the Henry Hudson Pkwy. South (9A). The Henry Hudson Pkwy. leads into the Westside Highway. Take the Westside Highway to 44th St. and turn left. Take 44th St. across town past Madison Ave. to Vanderbilt Ave. and turn left. The Yale Club of New York City is located at 50 Vanderbilt Ave. betw. 44th and 45th Sts. on the left.

Protecting Your Company's Most Valuable Competitive Information And Employees In The Digital Age

Melville: March 19, 2008

New York City: March 18, 2008

LOUIS P. DiLORENZO is a graduate of Syracuse University (B.A., 1973) and the University at Buffalo Law School (J.D., 1976).

Mr. DiLorenzo has practiced Labor and Employment Law for 30 years and is Co-Chair of the firm's Labor and Employment Law Department. He is also Chair of the firm's Compensation Committee and Managing Partner of its New York City and Garden City Offices.

Mr. DiLorenzo represents employers and management in all aspects of labor and employment law. His areas of expertise include collective bargaining, workplace investigations, NLRB proceedings, labor audits, supervisory training, wage and hour issues, arbitration, jury trials in both state and federal courts, wage incentive plans, OFCCP audits and proceedings, employment litigation before the EEOC and the Human Rights Division and alternative dispute resolution techniques. Mr. DiLorenzo also serves several insurance companies as panel counsel (e.g., AIG and Chubb) with respect to employment litigation matters. From 2002-2004, he served as General Counsel and Secretary to Agway, Inc., a Fortune 500 Company.

Mr. DiLorenzo recently co-authored the FDCC Quarterly article entitled *Employers' Settlement Agreements with Departing Employees Under Attack*, Vol. 57, No. 3, Spring 2007. He also co-authored a complete guide for business managers and HR professionals written in plain English entitled, *What Every Business Manager and HR Professional Should Know About ... Federal Labor and Employment Laws*. Mr. DiLorenzo is listed in [Who's Who in American Law](#), [The Best Lawyers in America](#)¹, [Super Lawyers](#)² and [Chambers & Partners, USA](#).

GEORGE R. McGUIRE is a graduate of Syracuse University (B.S., Aerospace Engineering, 1991) and Syracuse University College of Law (J.D., *magna cum laude*, 1996). Justinian Honorary Law Society.

Mr. McGuire is Chair of the firm's Intellectual Property Practice Group. He concentrates his practice in all facets of Intellectual Property Law, including, for example, patent and trademark preparation and prosecution, litigation involving intellectual property issues, patent and trademark clearance opinions, patent novelty, validity and (non)infringement opinions, due diligence investigations in merger and acquisition, asset purchase, or other financial transactions, proceedings before the Board of Patent Appeals and Interferences and the Trademark Trial and Appeal Board, negotiations and drafting of technology transfer and license agreements, and computer law matters. He is listed in [Super Lawyers](#)[®], [Who's Who in America](#) and [Who's Who in American Law](#).

HOWARD M. MILLER is a graduate of the State University of New York at Albany (B.S., *cum laude*, 1986) and St. John's University School of Law (J.D., 1990), where he was a member of the [Law Review](#) and a St. Thomas More Scholar.

Mr. Miller's practice emphasizes education law, employment law and litigation. He is a frequent lecturer on, among other topics, non-compete agreements, protection of trade secrets, and harassment.



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² Copyright New York Super Lawyers 2007.

Strategies To Address Workplace Privacy Issues: How Far Can Employers Go In Regulating Employees' Looks, Behavior And Conduct?

Melville: April 23, 2008

New York City: April 22, 2008

DAVID E. PRAGER is a graduate of the State University of New York at Buffalo (B.A., *summa cum laude*, 1979) and the University of Pennsylvania (J.D., 1984), where he received the *M.H. Goldstein Memorial Prize for Distinction in Labor Law*.

Mr. Prager has twenty-four years' experience in the New York Metropolitan area representing management in all aspects of labor and employment relations, in both unionized and union-free settings, including many hospitals and healthcare clientele. He was formerly a partner with Sills Cummis Epstein & Gross P.C. and Phillips Nizer LLP.



Mr. Prager has extensive experience in all facets of labor and employment law and litigation, including defending discrimination claims, litigating employment contract, non-competition and restrictive covenant cases and other employment-related claims, before both federal and state courts and agencies. His experience also includes assisting clients in connection with union organizing efforts, collective bargaining, contract administration and arbitration. Mr. Prager also has published extensively on employment discrimination and labor and employment law topics.

MARK N. REINHARZ is a graduate of Cornell University (B.S., 1980) and Boston University School of Law (J.D., 1984), where he was named a G. Joseph Tauro Scholar and a Paul J. Liacos Scholar.

Mr. Reinharz' practice covers collective bargaining, arbitration, employment discrimination and litigation, wage-hour matters, ERISA, and OSHA. He also provides management training on a variety of subjects, including the prevention of sexual harassment. Mr. Reinharz serves on the editorial board of [The Employment Law Strategist](#), a monthly newsletter published by Leader Publications, a division of the New York Law Publishing Company.



ERNEST R. STOLZER is a graduate of the University of Notre Dame (B.B.A. in Finance and Business Economics, 1976) and St. John's University School of Law (J.D., 1979), where he was a member of the Law Review and a St. Thomas More Scholar.

Mr. Stolzer practices in all aspects of public and private sector Labor and Employment Law, including collective bargaining, arbitration, employment discrimination law and litigation, and wage and hour law. He has been a speaker before the New York State Bar Association, New York State School Boards Association, and the International Municipal Lawyers Association.

