

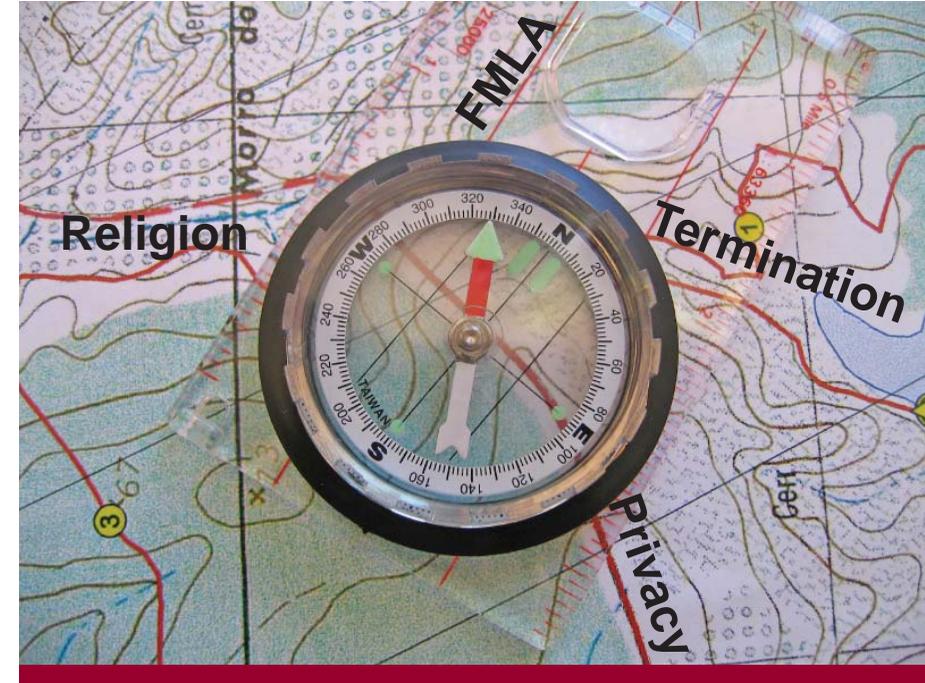
About the Firm

Tracing its roots to 1871, Bradley Arant Boult Cummings LLP (BABC) is a client-driven law firm. With more than 360 attorneys, we are the largest law firm with a major presence in Alabama, one of the largest with a major presence in Tennessee, and one of the largest in the South. We maintain seven offices strategically located in Alabama, Mississippi, North Carolina, Tennessee, and the District of Columbia.

BABC's Labor and Employment Practice Group represents employers in all issues arising under state and federal labor, employment and occupational health and safety laws. We help our clients avoid claims by implementing appropriate employment policies and procedures, such as employee handbooks and policy and procedure manuals, affirmative action plans, as well as policies addressing harassment, the Family and Medical Leave Act and alternative dispute resolution (ADR). Our lawyers are frequently called on for immediate advice regarding proposed terminations, reductions in force, strikes, picketing, plant closings, workplace violence, FLSA issues, ADA accommodation requirements, OSHA inspections, employee benefit programs, workers' compensation claims, immigration issues, non-competition agreements and any other issue arising in the workplace. When litigation can't be avoided, we represent our clients in court and before administrative agencies.

Please visit www.babc.com for more information or call 205.521.8000.

No representation is made that the quality of legal services to be performed is greater than the quality of the legal services performed by other lawyers.



Navigating Labor & Employment Law: *Mapping your Company's Route*

Tuesday, April 14, 2009

The Westin
6800 Governors West NW
Huntsville, AL 35806

Labor and Employment Seminar Details

Date: Tuesday, April 14, 2009

Agenda: 7:00 a.m. - 7:30 a.m. Breakfast and Registration
7:30 a.m. - 9:45 a.m. Program
9:45 a.m. - 10:15 p.m. Keynote Speaker
10:15 a.m. - 12:30 p.m. Program

Location: The Westin
6800 Governors West NW
Huntsville, AL 35806

No fee to attend
Complimentary breakfast
Seating is limited

This course has been approved by the Human Resource Certification Institute (HRCI) for 4.75 hours of Continuing Education Credit. Attendance at the entire seminar is required in order to receive full credit.

Keynote Speaker: Andy Kattos, ServisFirst Bank

Andy Kattos, President/CEO of ServisFirst Bank in Huntsville, will present on the current financial situation, commercial lending and what he thinks will change over the next nine months. Prior to joining ServisFirst Bank, Mr. Kattos was employed by First Commercial Bank for 14 years, most recently as Executive Vice President/Senior Lender. In March 2006, Andy and several peers and competitors left their respective positions to form ServisFirst Bank in Huntsville.

To Register

RSVP by Wednesday, April 7 to rsvp@bab.com.

Additional Seminar Location

If you are unable to attend the Labor and Employment seminar in Huntsville, this seminar also will be hosted in Nashville, Tennessee.

May 8 Embassy Suites/Cool Springs
Nashville, TN*

Email sheaton@bab.com for additional details.

*Please note the keynote speaker will be different.

Seminar Topics

Privacy Matters for the Modern Employer

The Supreme Court has described the right to privacy - the "right to be left alone" - as the most comprehensive and the most valued right of civilized men and women. *Olmstead v. U.S.*, 277 U.S. 438, 479 (1928). Employers must understand and respect this at every phase of the employment relationship, from the initial interview to furnishing job references for former employees. This segment reviews employee privacy rights over a broad range of circumstances and events that arise in the employment relationship.

The Ten Commandments of Religious Accommodation

We will look at recent trends in cases in employer accommodation of employee religious practices. Topics covered will include the measures an employer must take in scheduling around religious holidays and services; what an employer must do about meeting an employee's request for modifications in the dress code due to religious practices; and cases involving conflicts between an employer's business policies and an employee's spiritual tenets.

Properly Executing the Termination Decision

Employers, particularly in this challenging economic environment, have the unenviable task of terminating employees. Employers have traditionally received very little or no guidance in how to effectively handle the termination process. This presentation will cover issues ranging from documentation of the termination decision, how to effectively communicate the decision to the employee and how to avoid the pitfalls that often lead to post-termination administrative charges and lawsuits.

Taking Advantage of the New FMLA Regulations

Administering FMLA is a difficult task. The new regulations that went into effect in January contain some small (very small) aids for employers. Among other things, we will discuss how to set up a notification system that complies with the law (and doesn't drive you crazy), legal perfect attendance bonuses, permissible calls you can make to the employee's doctor, and medical certifications/recertifications/fitness for duty releases.

About the Speakers



Warne Heath, a partner in the Huntsville office, defends federal employment discrimination claims, including claims of race, sex, disability and age discrimination. He also handles worker's compensation and employment claims predicated on state law tort and contract theories.

Joycelyn Stevenson, a partner in the Nashville office, focuses a substantial part of her practice in the area of labor and employment law. Her experience includes representing the firm's corporate clients on issues dealing with race, sex and age discrimination and labor relations, as well as lawsuits brought pursuant to the ADEA, ADA, Title VII, FMLA and FLSA.



Matt Lonergan, a partner in the Nashville office, practices almost exclusively in the area of labor relations and employment law on behalf of management. He has represented management throughout the country in the areas of collective bargaining negotiations, grievance and arbitration, employment discrimination litigation in both federal and state courts, the National Labor Relations Act, wrongful discharge, wage and hour law, and other employment-related areas.

Kim Martin, a partner in the Huntsville office, advises clients on a broad range of labor and employment issues and has tried several employment discrimination cases involving allegations of race, sex and disability discrimination. She also advises employers in high tech industries regarding employment agreements and protection of intellectual property.

