

ADAAA and GINA: What You Don't (and Do) Know Can Cost You *a presentation of the quarterly Breakfast with Bradley Series*



Tuesday, September 22, 2009
Bradley Arant Boulton Cummings LLP
7:30 - 10:15 a.m. (CST)

Birmingham, Alabama Nashville, Tennessee
Huntsville, Alabama * Jackson, Mississippi *
Montgomery, Alabama * Washington, D.C. *

* A portion of the seminar will be held via video conference in Birmingham and Nashville. The entire seminar will be held via video-conference in Huntsville, Montgomery, Jackson and Washington D.C.

With passage of the ADA Amendments Act the number of employees now covered under the Americans with Disabilities Act has dramatically increased. Employers need to know the changes to meet the new challenges. The Genetic Information Nondiscrimination Act ("GINA"), intended to protect an employee's privacy as well as limit your ability to rely on genetic information when making decisions, also takes effect November 21. Are you ready for the changes? In this seminar, Bradley's best will discuss the changes brought by each act, and the potential impact of these changes on your business.

The issues include:

- What, if any, effective defenses exist under ADAAA?
- How has the ADAAA changed the definition of "reasonable accommodation"?
- Has the ADAAA changed the activities considered "major life activities"?
- What are the possible implications for future cases based on the ADAAA changes?
- What information counts as "genetic information"?
- How is an employee's genetic information protected?
- What potential penalties exist under GINA?

Seminar Agenda

7:30 - 8:00 a.m.	Registration and Networking Breakfast
8:00 - 9:00 a.m.	The Genetic Information Nondiscrimination Act
9:00 - 9:15 a.m.	Break
9:15 - 10:00 a.m.	ADA Amendments Act
10:00 - 10:15 a.m.	Q & A

This course has been approved by the Human Resource Certification Institute (HRCI) for 2.0 hours of Continuing Education Credit.

Attendance at the entire seminar is required in order to receive full credit.

Topics will be presented by Anne R. Yuengert in Birmingham and Matthew C. Lonergan in Nashville.

If you have any questions or to RSVP, please contact rsvp@babbc.com.

The registration deadline is **September 16, 2009**.