



THE CERTIFICATE IN EMPLOYEE BENEFITS LAWSM SEMINAR

An Information-Packed 4½ Day Seminar That Covers All Important Aspects Of Employee Benefits Law

- Critical information and insights you need to confidently function at your best.
- Increase your competency and confidence to improve job performance and develop your career.
- The finest faculty in the country. Talented teachers...experienced, responsive.
- Great opportunity to network and share experiences with other participants.
- Earn the Certificate in Employee Benefits Law that attests to the body of knowledge and skills acquired.



Atlanta, Georgia
April 20-24, 2020



Orlando, Florida July
13-17, 2020



Las Vegas, Nevada
October 5-9, 2020

"All compensation and benefits professionals should consider this seminar. There is a large volume of valuable information presented in an effective, dynamic setting. The speakers are certainly well-equipped and are very attuned to the needs of the class members."

Todd Hanson
Director, Human Resources - Support Services
Printpack, Inc.
Atlanta, Georgia

"IAML once again surpassed my expectations. The seminar was awesome and the degree of information presented to our group was so valuable. I applaud IAML for finding the experts in the various fields and making them available to us. I can hardly wait until the next seminar!"

Bianca Olivarria
HR Technician & Disability Management Specialist
Imperial Irrigation District
Imperial, California



2020

The Certificate in
Employee Benefits
LawSM Seminar

Atlanta, GA
April 20-24, 2020

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October 5-9, 2020

**"Great material, great
pacing, super
instructors. A true A+."**

Sonja Wendt
Benefits Specialist
Jet Propulsion Laboratory
Pasadena, California

**"Very thorough and
covered a lot of area!"**

Tobi Lebowitz, Esq.
Sr. Corporate Counsel
KLX, Inc.
Wellington, Florida

**"George Cicotte did
a great job!"**

Carolyn Phifer
Human Resources Manager
Lowe's Companies, Inc.
Gainesville, Georgia

This 4½-day seminar has been approved for 29.75 (HR) credit hours towards PHR and SPHR recertification credit through the HR Certification Institute. The use of the HRCI Approved Provider seal is not an endorsement by HRCI of the quality of the seminars. It means these seminars have met the HRCI criteria to be pre-approved for recertification credit.

The Institute for Applied Management & Law, Inc. is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM. Earn 29.75 PDCs by attending this 4½ day seminar.



INSTITUTE FOR APPLIED MANAGEMENT & LAW, INC.

www.**I A M L**.com



The Certificate in Employee Benefits LawSM Seminar enjoys a well-earned reputation as the "complete" benefits law program for today's employee benefits professionals.

This 4½ day seminar provides current, practically-oriented, and detailed information on all significant employee benefits law issues, directives and regulations.

Both experienced and less experienced employee benefits and human resources management professionals find this program delivers the depth and breadth of benefit coverage they require in virtually every aspect of retirement plans, special benefit issues and welfare benefit plans.

Consider that this program provides:

- A thorough presentation of benefit statutes and regulations from the "alphabet soup" of ERISA, COBRA, FMLA, GATT, IRS, DOL and more; to the detail surrounding the HIPAA guidelines; to the demands and impact of Sarbanes-Oxley and corporate business ethics; and much more.
- Instruction from IAML's nationally renowned benefits faculty; the highly qualified and experienced presenters (all of whom are practicing attorneys) share their insight, guidance, and savvy on all significant benefits law issues.
- Complete, comprehensive, up-to-date set of materials serving as course working manuals and desktop references.

These enjoyable seminars have it all...timely, comprehensive content; experienced and talented presenters; detailed, extensive materials; and attractive, convenient locations. And by participating in this 4½ day seminar you will earn IAML's prestigious Certificate in Employee Benefits Law. We hope that we can look forward to your participation.

Sincerely yours,

Robert M. Lee
Executive Director

Objectives and Features

of the Certificate in Employee Benefits LawSM Seminar

OVERVIEW OF SEMINAR

The Certificate in Employee Benefits LawSM Seminar is a 4½ day program that is designed to be the most comprehensive and practical seminar available in its field. The seminar covers employee benefits issues that arise in the design and administration of employee benefit plans, the management of their assets, controversies between plan sponsors, trustees, participants and the numerous government agencies that regulate these plans. The accelerating changes in the legal environment, coupled with the complex, technical nature of the laws and regulations and increasing governmental scrutiny, make it extremely difficult to keep current in this field.

This seminar addresses this need by providing participants with insights into the many regulations, laws and their requirements, the governmental agencies which administer and enforce those laws, and the litigation and court opinions resulting from the enforcement efforts of these agencies, as well as private causes of action to enforce the provisions of these laws. The goal of this seminar is to improve the participant's ability to identify and limit risks to their organization in dealing with employee benefit plans and to provide "best practices" insights. The program is sponsored and designed by the Institute for Applied Management & Law, Inc. in consultation with attorneys from leading law firms who regularly advise and represent a broad range of plan sponsors and plan fiduciaries in their dealings with employee benefit plans.

PROGRAM OBJECTIVES

The 4½ day Certificate in Employee Benefits LawSM Seminar is designed to give participants the practical information they need to be more effective professionals. This is accomplished by providing the following:

- A comprehensive understanding of the requirements of federal and state laws and regulations relating to the administration of employee benefit plans and the management of their assets and how they affect plan sponsors, plan fiduciaries, and plan service providers.

- The basic skills to administer employee benefit plans and manage their assets pursuant to the current requirements of the law; to recognize and avoid problem areas and to cope with regulatory requirements; to respond appropriately to compliance complaints; and to minimize the possibility of expensive and time-consuming litigation.
- Information regarding current regulatory, litigation, and legislative developments and trends in the employee benefits field which will enable participants to make important contributions to the administration and management of employee benefit plans performed by their organizations, and to anticipate and cope with the ever-emerging regulatory and enforcement developments in these critical areas.

BENEFITS

By participating in the Certificate in Employee Benefits LawSM Seminar you will:

- Learn the "best practices" in this complex field, including recent developments
- Improve your on-the-job skills immediately
- Increase your confidence in dealing with the complex area of employee benefits
- Reduce your organization's exposure to expensive and time-consuming litigation
- Update your information and knowledge in a rapidly changing field of law
- Have all your employee benefits law questions answered by highly experienced attorneys and consultants
- Increase your value to your organization
- Meet and exchange ideas with colleagues in a stimulating environment
- Earn an important credential... The Certificate in Employee Benefits LawSM...from a highly respected organization... The Institute for Applied Management & Law, Inc.

SEMINAR FORMAT

BLOCK I 2 Days
Monday & Tuesday
Retirement Plans

BLOCK II 1 Day
Wednesday
Benefit Plan Claims, Appeals and Litigation Tips and Traps

BLOCK III 1½ Days
Thursday & Friday
Health Care Reform and Other Welfare Benefit Plan Issues

SEMINAR FEATURES

Seminar Structure

The Certificate in Employee Benefits LawSM Seminar is comprised of three "blocks" of instruction which are presented on 4½ consecutive days. Participants are encouraged to register for the entire program; however, registrations for only one or two of the blocks are accepted.

Extensive Materials

The Certificate in Employee Benefits LawSM reference materials are specially prepared for this seminar and are completely current. The materials are used during the seminar and serve as valuable desktop manuals on the job.

Certificate Awarded

The Certificate in Employee Benefits LawSM is awarded when a participant attends all three blocks of the seminar. No examinations are given. Certificates are mailed two to four weeks after the end of each program. NOTE: If you complete only one or two blocks you can still receive a certificate if you complete the remaining block or blocks within a two-year period. All blocks need not be completed at the same location.

Renowned Instructors

All seminar block leaders are nationally renowned employee benefits law attorneys from leading law firms who have extraordinary backgrounds, extensive practical experience and a demonstrated ability to teach the material in an interesting manner.

Personal Interaction

Faculty members encourage questions from participants. All your questions will be answered during the ample time provided during sessions, at breaks, lunches and after the sessions. The collegial atmosphere fosters the sharing of ideas and experiences among participants.

"I enjoyed the open and casual approach to this training. All in attendance appeared comfortable enough to participate and ask questions."

Deborah Carnelli
Resolutions and Receivership Specialist
Federal Deposit Insurance Corporation
Dallas, Texas

"Both instructors were clearly knowledgeable and informed on the latest developments."

Julie M. Lindstrom
Human Resources Specialist
Fluor Hanford
Richland, Washington

"I really enjoyed the class. I appreciated Tom Schendt's teaching styles and how he involved everyone in the class and made it interactive. He certainly succeeded in making a potentially boring subject quite fun."

S. Greg Robinson
Human Resources and Safety Manager
Suominen Nonwovens
Bethune, South Carolina

"I have taken three programs with IAML and they have all been excellent and provided a wealth of knowledge."

Carrie Shields, PHR, SHRM-CP
Human Resources Specialist IV
JT3 LLC
North Las Vegas, Nevada

"Loved the instructors! The course provided so much valuable information."

Emily Ruelle, PHR, SHRM-CP
People Partner
Google
Seattle, Washington

Who Should Attend

Representatives from plan sponsors, organizations which serve as plan fiduciaries, and entities which provide services to employee benefit plans will all profit from attending. This seminar will be of particular benefit to those with the titles and/or responsibilities listed below.

- Plan administrators
- Bank trust and legal departments
- Managers of the human resources departments of plan sponsors
- Human Resource Professionals
- Insurance companies managing plan assets
- Registered investment managers serving as fiduciaries
- Broker-dealers providing services to plans
- Third party plan administrators
- Record keepers to plans
- Finance professionals
- Officers and directors of plan sponsors
- Plan trustees
- Named fiduciaries of employee benefit plans
- Attorneys, counseling plan sponsors or plan fiduciaries
- Corporate counsel
- Accountants providing services to plans
- Actuaries providing services to plans
- Employee Benefit Specialists

“Dominic DeMatties brought a great energy and wealth of knowledge. I appreciated the real-life examples and application. Ashley Gillihan was also great. He spoke my “visual” language and was very knowledgeable and engaging.”

Joyce Duffey
Benefits Manager
Mondi Bags
Atlanta, Georgia

SEMINAR CONTENT The Certificate In Employee Benefits LawSM

Block I: Retirement Plans Monday & Tuesday

Overview of the Statutes and Regulatory Agencies Governing Retirement Plans

- The Alphabet of Laws (ERISA, ADA, COBRA, FMLA, GATT, USERRA, HIPAA and EGTRRA) and agencies (IRS, DOL, EBSA, PBGC, EEOC, SEC and HCFA)
- ERISA Title I and Title II and the division of authority between the IRS, the Department of Labor and the PBGC
- Overview of plan types and qualification requirements

Fiduciary Rules and Investing Plan Assets

- Overview of prohibited transactions, exemptions, penalties and corrections
- Participant investment direction-Is 404(c) worth all the trouble?
- Participant investment direction in an up and down market
- When investments go bad, who is liable?
- Plan fiduciaries, cofiduciary liability and the liability of service providers
- Paying expenses from plan assets
- Why is the DOL so interested in proxy voting?
- The lessons being learned from Enron
- Investment of education versus advice

Nondiscrimination Testing for Retirement Plans

- Overview of nondiscrimination testing of participation, benefits, and contributions
- Controlled groups rules
- Highly compensated employee definition
- Coverage rules (Code Section 410(B)), including QSLOBs
- Nondiscriminatory Contributions (Code Section 401(A)(4))
- Safe harbors and general rules for contributions
- Testing benefits, rights, and features
- Cross testing and age weighted profit sharing plans

- 401(k) and 401(m) testing and safe harbor plans
- Dealing with failed 401(k) and 401(m) testing

Plan Administration

- Day-to-Day Challenges of Plan Administration
- Participant loans
- QDROs
- Salary deferrals and catch-up contributions
- Paperless administration
- Sarbanes-Oxley and blackout periods
- ERISA Section 204(h) notices
- Suspension of benefits provisions

Plan Distributions

- When can participants take money out of the plan?
- Withholding and rollovers
- Consent rules
- Joint and survivor rules
- Hardship distributions
- Code Section 411(d)(6) Anti-cutback rules and elimination of distribution methods
- Minimum required distributions at age 70½
- Retroactive annuity starting dates

Plan Audits and IRS and DOL Voluntary Compliance Programs

- Plan Qualification: What is it?
- What happens if a plan is disqualified?
- IRS audit targets
- Correcting errors under IRS compliance programs
- Correcting errors discovered by IRS in an audit
- Late forms filing and how to resolve
- Voluntary Fiduciary Correction Program
- Compliance audits/compliance controls

Early Retirement Incentive Programs

- Designing the program to achieve goals
- Designing the program to comply with ADEA waiver rules
- Designing to comply with 401(A)(4) rules for retirement early windows
- What the courts are telling us about early retirement windows and ADEA waivers

Government and Nonprofit Employers – Qualified and Nonqualified Plans

- Who is the employer? How controlled group rules apply to government and nonprofit employees
- Qualification standards for government plans
- Code Section 403(B) plans-contribution limits and IRS audit and voluntary correction programs
- Eligible and Ineligible Code Section 457 plans

Block II: Benefit Plan Claims, Appeals and Litigation Tips and Traps Wednesday

ERISA Compliance

- Learn which plans ERISA covers
- How to deal with state-law requirements
- Plan documentation and reporting obligations to participants and the government
- Administering benefit claims
- Making your administrative decisions bullet-proof
- Learn about new ERISA developments and how they impact your plan
- Managing your plans to mitigate the risk of fiduciary liability under ERISA
- Understanding and satisfying fiduciary obligations
- Identifying and investing plan assets
- Protecting your plan's right to reimbursement
- Avoiding the anti-cutback rule

ERISA Litigation Advantages

ERISA Litigation Hot Topics

Block III: Health Care Reform and Other Welfare Benefit Plan Issues

Thursday & ½ day Friday

ERISA Compliance for Health & Welfare (H&W) Plans: A Hands-On Discussion for Employers and Plan Administrators

- Which welfare plans are subject to ERISA
- Reporting requirements (Form 5500)
- Disclosure requirements (SPD, SMM, etc.)
- Electronic SPDs
- Plan funding rules
- Trust requirements
- What funds are plan assets
- Cafeteria plan trust moratorium
- Fiduciary Obligations
- Prohibited transaction issues
- DOL claim procedure requirements
- ERISA 510 claims
- Impact of ERISA on claims litigation
- Preemption and state law regulation

Health Care Reform: A Walk Through of Compliance Requirements Every Employer Needs to Know

- Introduction to the Affordable Care Act (ACA) Compliance Mandates
- Play or Pay and the Employer Obligation to Extend Health Coverage
- Cadillac tax and How to Avoid It
- ACA Reporting
- New developments and issues under the Trump Administration

HIPAA Privacy Overview

- Privacy issues for health plan sponsors
- Business associate contract requirements

The H & W Plan Alphabet

- Impact of employment nondiscrimination laws on H & W benefits
- Age Discrimination (ADEA)
- Genetic Information Nondiscrimination Act (GINA)
- Pregnancy Discrimination Act
- Americans With Disabilities Act
- Family and Medical Leave Act (FMLA)
- Military leave (USERRA)
- QMCSOs
- Health plan mandates
 - Mental Health Parity
 - Medicare Secondary
 - Cancer Rights Act

Cafeteria Plan Issues

- Cafeteria plan basics
- Which benefits can be pre-taxed
- Who can participate
- The irrevocable election rule and change in status exceptions
- Health and Dependent Care FSAs
 - Which expenses qualify
 - Claim substantiation rules

Introduction to Private Exchanges and Consumer Driven Health Care

- Health Savings Accounts (HSAs)
- Introduction to HRA rollover accounts
- What's a Private Exchange and Why Do I Need One

Discrimination Testing Basics

- Which H & W plans must comply
- Basic operating rules
- What to do if you fail

COBRA

- COBRA basics
- What the courts are telling us
- Forms and procedures

IAML RESERVES THE RIGHT TO MODIFY CURRICULUM AND TO CHANGE INSTRUCTORS WHEN SUCH CHANGES ARE ADVISABLE FOR ACADEMIC REASONS, OR WHEN CIRCUMSTANCES ARE BEYOND OUR CONTROL.

PROFESSIONAL EDUCATION

Human Resource Certification Institute (HCRI)

This seminar has been approved for 29.75 (general) recertification credit hours toward PHR, SPHR, and GPHR recertification.

Society for Human Resource Management (SHRM)

The Institute for Applied Management & Law, Inc. is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM. Earn 29.75 PDCs by attending this 4½ day seminar.

International Foundation of Employee Benefit Plans

Earn 29.75 Continuing Education Credits towards CEBS recertification

Continuing Legal Education Units

IAML is designated as an approved provider of professional training for the states of California and Pennsylvania. This 4½ day activity has been approved for Minimum Continuing Legal Education credits by the State Bars of California and Pennsylvania in the amount of 29.5 credit hours.

Other States: This seminar has been approved for CLE credits in many other states. Please call IAML to see if your state has been approved for CLE this year. IAML requests 45 days prior notification that you wish such credit. An additional charge may be involved.

“The course was very beneficial and the instructor did a great job.”

Glen Thorpe
Consultant
G.A. Thorpe Consulting Solutions LLC
Denver, Colorado

“Leah Singleton has an amazing talent to take content not easily understood and break it down to make it relatable and retainable. She avoided just reading from the slides and apply it to current scenarios a leader could face at work.”

Tamara Webb, PHR
Pension Manager
Ingersoll Rand Company
Davidson, North Carolina

“The instructors were fantastic, engaging, dynamic and made the topic tangible and fun.”

Deborah Greene
Sr. Vice President, Human Resources
Israel Discount Bank of New York
New York, New York

“John Hickman gave a great presentation. He was enthusiastic, engaging and made the topics discussed relevant to everyone in attendance.”

Jennie Waski, PHR
Sr. Benefits Analyst
Sage Hospitality
Denver, Colorado

“The instructors did a fantastic job of presenting the information and maintaining participant engagement.”

Sandy Lovett
Human Resources Program Manager
Thiele Kaolin Company
Sandersville, Georgia

2020 Seminar Schedule

| | ATLANTA, GEORGIA | ORLANDO, FLORIDA | LAS VEGAS, NEVADA |
|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Locations | <p>April 20-24, 2020 Atlanta Marriott Suites Midtown (404) 876-8888</p>  | <p>July 13-17, 2020 Marriott Orlando World Center (407) 239-4200</p>  | <p>October 5-9, 2020 Planet Hollywood Resort & Casino (866) 919-7472</p>  |
| Faculty | <p>Block I April 20-21 Retirement Plans Dominic DeMatties Partner Alston & Bird</p> | <p>Block I July 13-14 Retirement Plans Thomas G. Schendt Partner Alston & Bird</p> | <p>Block I October 5-6 Retirement Plans Thomas G. Schendt Partner Alston & Bird</p> |
| | <p>Block II April 22 Benefit Plan Claims, Appeals and Litigation Tips and Traps Emily Hootkins Sr. Associate Alston & Bird</p> | <p>Block II July 15 Benefit Plan Claims, Appeals and Litigation Tips and Traps George F. Cicotte Founder The Cicotte Law Firm</p> | <p>Block II October 7 Benefit Plan Claims, Appeals and Litigation Tips and Traps George F. Cicotte, Esq. Founder The Cicotte Law Firm</p> |
| | <p>Block III April 23-24 Health Care Reform and Other Health and Welfare Benefit Plan Issues John F. Hickman Partner Alston & Bird</p> | <p>Block III July 16-17 Health Care Reform and Other Health and Welfare Benefit Plan Issues Ashley Gillihan Counsel Alston & Bird</p> | <p>Block III October 8-9 Health Care Reform and Other Health and Welfare Benefit Plan Issues John F. Hickman Partner Alston & Bird</p> |
| Hotel & City Information | <p>This upscale hotel provides an unbeatable location near alluring attractions such as The Fox Theatre, Piedmont Park and Atlanta Botanical Garden. Guest rooms deliver comfort with plush bedding, thoughtful room service and spacious living areas. Enjoy a meal at Grille 35, serving delectable American cuisine and handcrafted cocktails. For active travelers, maintain a healthy lifestyle at the indoor/outdoor connecting pool and 24-hour fitness center.</p> | <p>Experience a world of possibilities when staying at Orlando World Center Marriott. The hotel offers amazing on-site amenities, as well as a shuttle service to Walt Disney World®. Make a splash at Falls Pool Oasis, featuring two 200-foot waterslides, a 90-foot speed slide, kid's splash park and a nightly laser light show. Enjoy a round of 18 holes at the championship golf course, or improve your swing at Jack Nicklaus Academy, relax with a massage at the full-service spa or take advantage of the state-of-the-art fitness center.</p> | <p>The 4-star Planet Hollywood Resort features rooms that meet its Hollywood theme, each room is dedicated to a certain movie and feature actual props and memorabilia from the film. You're just minutes away from the Bellagio, the Cosmopolitan, Paris Casino, the Desert Passage Shops and the Shops at Crystals. Guest rooms include 42-inch plasma tv's, pillow-top mattresses and PH Hip Luxury Bedding. Enjoy two outdoor pools, a children's pool, the strip's first FlowRider Wave-in-a-Box Double, a full-service spa, and fitness center. Hungry? The resort is home to 20 onsite restaurants. Feel like shopping? More than 150 world-class and one-of-a-kind retail shops and several unique restaurants can be found in the Miracle Mile Shops.</p> |

Faculty Biographies

A faculty of leading employee benefit law attorneys teach the Certificate in Employee Benefits LawSM Seminar at each location. They are acknowledged experts in the subjects within their blocks and are excellent presenters.

George F. Cicotte



is the founder and owner of The Cicotte Law Firm. Before establishing his firm, he practiced in Washington D.C. with one of the nation's preeminent law firms. His broad employee benefits practice involves such diverse issues as labor relations, tax, privacy, employment and fiduciary responsibility. In addition to providing advice and counsel, he frequently defends ERISA lawsuits. He has spoken throughout the country for entities including SHRM, the Western Pension and Benefits Conference and The National Employer Conference. He earned his J.D. at Brigham Young University and his B.A. at the University of Pennsylvania.

Dominic DeMatties



is a partner with Alston & Bird's Employee Benefits & Executive Compensation Team in Washington, D.C. where he focuses on the design and compliance of qualified and nonqualified deferred compensation plans. He has significant practical and policy experience related to 401(k) plans, employee stock ownership plans (ESOPs) and defined benefit plans. Before joining Alston & Bird, he served as an attorney-advisor in the Office of the Benefits Tax Counsel and Office of Tax Policy at the U.S. Department of the Treasury. He received his B.A. from State University of New York at Geneseo, his M.S. from Rochester Institute of Technology and J.D. from Georgetown University.

Ashley Gillihan



is a member of Alston & Bird's Employee Benefits and Executive Compensation Group. His practice focuses exclusively on health and welfare benefit plan matters. He lectures frequently and has published a number of articles on health and welfare benefit plan compliance topics. Mr. Gillihan is a graduate of Samford University's Cumberland School of Law.

John R. Hickman



is a partner in the Employee Benefits Practice Group with Alston & Bird. He received his law degree from Emory University School of Law, graduating with distinction, where he received the Order of the Coif Award. Mr. Hickman's practice focuses primarily upon health and welfare benefit plan matters. He has lectured widely and published articles on HIPAA, ERISA litigation, cafeteria and welfare plan issues. Mr. Hickman is also on the editorial advisory board of the Benefits Law Journal and the Publications Committee of SIIA.

H. Douglas Hinson



is the leader of Alston & Bird's ERISA Litigation Group and a member of the Securities Litigation Group. He concentrates his practice on ERISA litigation, securities litigation, complex commercial and transaction-based litigation and class action defense. Mr. Hinson is a noted author and speaker on various topics related to ERISA, securities and transaction-based litigation. He received his J.D. degree, cum laude, from Georgetown University Law Center. He is a member of the ABA's Joint Committee on Employee Benefits sponsored by the Sections on Labor and Employment Law, Taxation and Tort and Insurance Practice. He is a presenter in the Advanced Benefits Law Seminar.

Emily Hootkins



is a senior associate in the Atlanta office of Alston & Bird, where she focuses her practice on the defense of employee benefits disputes and counseling plan sponsors and fiduciaries on regulatory compliance issues and litigation avoidance strategies. She has extensive experience defending ERISA lawsuits, including class actions involving employer stock, service provider fees, plan investments, benefit terminations, retiree health and welfare benefits, private ESOP transactions, and severance matters. She regularly advises clients on individual benefit claims, both during the administrative review process and litigation; and frequently represents clients in government investigations for civil and criminal violations of ERISA. She has been named a Super Lawyers Rising Star for Employee Benefits in Georgia every year since 2016. She received her J.D., cum laude, from Harvard Law School.

Thomas G. Schendt



is a partner in the Washington, D.C. office of Alston & Bird. Previously, he worked for the Internal Revenue Service, where he assisted in the coordination of national employee benefits litigation, including plan disputes and compliance initiatives. He has lectured frequently and published numerous articles on employee benefits topics. He serves on the editorial boards for BNA's Daily Tax Report and Pension and Benefits Reporter. He received his J.D. from Marquette University Law School.

Leah Singleton



As Counsel in the Atlanta office of Thompson Hine, Ms. Singleton advises clients on all aspects of employee benefits and executive compensation plans, including their design, implementation, maintenance, correction and termination, as well as ongoing compliance with applicable laws. She advises on pension plan funding, withdrawal issues for multi-employer plans, de-risking of pension plans, and other retirement plan compliance issues triggered by business reorganizations, plan funding, bankruptcy and reductions-in-force. In addition, she advises buyers and sellers on benefit plan issues in corporate transactions such as mergers and acquisitions, stock purchases and asset purchases, including controlled group and affiliated service group issues, impacted benefits, plan consolidations, plan terminations and plan asset transfers. She received her J.D. from Mercer University School of Law.



Outstanding Faculty

Popular instructor, John R. Hickman (right), partner in the law firm of Alston & Bird, with recent seminar attendees. Mr. Hickman is a featured speaker in IAML's Atlanta and Las Vegas programs and in IAML's Employee Benefits Law Update Seminar.

About IAML

The Institute for Applied Management & Law, Inc. (IAML) produces practically-oriented seminars for professionals requiring timely and accurate information in employee benefits law, human resource management and employment law.

Founded in 1979, IAML is the nation's leading producer of practical and comprehensive law seminars. More than 70,000 people from thousands of organizations have participated in IAML programs.

Based in Newport Beach, California, IAML works closely with leading law firms and practitioners across the country. In addition to the Certificate in Employee Benefits LawSM Seminar, IAML offers the following:

- 2019 Employee Benefits Law Updates – 16th Annual Advanced Seminars
- The Certificate in Employee Relations LawSM Seminar
- 2019 Employment Law Updates – 38th Annual Advanced Conferences
- The Certificate in Essentials of Human Resource ManagementSM Seminar
- Certificate in Conducting Lawful Workplace InvestigationsSM Seminar
- In-House Training Programs
- Webinars on a variety of topics
- IAML also offers proven DVD training products, including a 33 title Employment Law Series, and a 5 title Employment Law Compliance Program that features an optional testing and certification component.
- IAML E-Learning

Partial List of Organizations Sponsoring Participants

| | | | |
|-------------------------------------------|-----------------------------------------|------------------------------------------|----------------------------------------------|
| Abbott Laboratories | CWS Capital Partners LLC | Lockheed Martin Corporation | Smithfield Foods, Inc. |
| Admiral Insurance Co. | Cyberonics | Los Alamos National Laboratory | Smithfield Packing Co., Inc. |
| Aerospace Corporation (The) | Cypress Semiconductor Corp. | Loyola College in Maryland | SOC LLC Hawthorne |
| Alaska Native Tribal Health Consortium | Dako North America | Lynn Insurance Group | Societe Generale |
| Allegiant Air, LLC | Dallas Fort Worth International Airport | Main Line Health | Society of Manufacturing Engineers |
| Alpha Natural Resources | DB Schenker | Major Tool & Machine, Inc. | SonicWALL, Inc. |
| Alpha Packaging | Deere & Company | MAPEI Corporation | Southboro Medical Group |
| Alyeska Pipeline Service Co. | Delta Dental of Oklahoma | Mayo Clinic | Southeastern Freight Lines, Inc. |
| American Showa | Deltic Timber Corporation | McCain Foods USA, Inc. | Southern California Edison Co. |
| Ameristar Casino, Inc. | Deseret Mutual Benefits Administrators | McConnell Valdes LLC | Southern California Permanente Medical Group |
| Amerisure Insurance Co. | Direct General Corporation | McDonald's Corporation | Southern Company Services |
| Ameritech | Dollar General Corporation | McNeil Technologies | Spectra Energy |
| Amtrak | Duke Endowment | MDU Resources Group, Inc. | St. Jude Children's Research Hospital |
| Arcadia Retirement Residence | E Networks | Medical Mission Sisters North America | St. Luke's Hospital |
| Arctic Slope Native Corporation | Eastern Band of Cherokee Indians | Medico Insurance Co. | State Farm Insurance Companies |
| Arizona Chemical Company | Eberline Services Hanford, Inc. | MedStar Health | State of Georgia |
| Arizona Public Service Co. (APS) | EchoStar Communications Corp. | Miami Children's Hospital | State of Montana |
| Army & Air Force Exchange Service | Elder Care Alliance | MidFirst Bank | Sterling Jewelers Inc. |
| Atlas Pacific Engineering | EMC Corporation | Missoula Federal Credit Union | Sterling Savings Bank |
| Atlas Roofing Corporation | Emerald Coast Utilities Authority | MMM Healthcare Inc. | Stew Leonard's |
| Auburn University | Emerald Queen Hotel & Casinos | MPC Products Corporation | Stewart & Stevenson |
| Authentic Specialty Foods, Inc. | Employers Mutual Companies | National Education Association | StoneRiver, Inc. |
| Automobile Club of Southern California | Energy Northwest | National Retail Systems | Stormont-Vail HealthCare |
| B/E Aerospace, Inc. | Everbank | Navistar International Corporation | Stowers Institute for Medical Research |
| Bacardi Bottling Corporation | Federal Reserve Bank, Atlanta | Navy Exchange Service Command | STP Nuclear Operating Company |
| Base Technologies, Inc. | Federal Reserve Bank, Dallas | Nestle USA | SullivanCurtisMonroe Insurance Services |
| Bashas' Inc. | Federal Reserve Bank, New York | NetJets Inc. | Sun Mountain Lumber Inc. |
| BayCare Health Systems | Federal-Mogul Corporation | NeuStar, Inc. | Sun National Bank |
| Baylor College of Medicine | Feed the Children | New York State Nurses Association | Sunrise Senior Living |
| BBA Aviation Shared Services, Inc. | Fidelity Investments | Newmont Mining Corporation | Superior Essex |
| Bechtel Corporation | Fieldstone Communities, Inc. | NMB (USA), Inc. | Susquehanna Bancshares, Inc. |
| Beckman Coulter, Inc. | First Republic Bank | Nordstrom, Inc. | Syngenta Crop Protection, Inc. |
| Benton Public Utilities District | FirstEnergy Corporation | Norfolk Southern Corporation | Sypris Solutions |
| Big Lots, Inc. | Florida International University | North American Energy Alliance | Tamko Building Products, Inc. |
| Black Hills Corporation | Fluor Corporation | North Middlesex Regional School District | Tech Data Corporation |
| Blue Ridge Electric Membership Corp. | GAIAM, Inc. | Northern Panhandle Head Start Inc. | Tiffany & Co. |
| Boar's Head Provisions Co., Inc. | GE Aviation | Northern Quest Casino | TJX Companies, Inc. |
| Brandywine School District | GEICO Corporation | Northrop Grumman | Toyota Material Handling U.S.A. |
| Braun Electric Company | General Dynamics C4 Systems | Northwestern Energy | Travis Credit Union |
| BRE Properties, Inc. | Genworth Financial Inc. | Northwestern Mutual Life Insurance Co. | TriHealth, Inc. |
| Bremner Food Group | Georgia Power Co. | OfficeMax, Inc. | TriZetto Group, Inc. |
| Briggs & Stratton Corporation | Gila River Casino-Wild Horse Pass | Old Line Bank | Tucson Electric Power Company |
| Brown-Forman Corporation | Globe Wireless | Oreck Corporation | Tybin Corporation |
| BSN Medical, Inc. | Gordmans, Inc. | Oregon Farm Bureau Federation | U.S. Department of Energy |
| Buckeye Technologies, Inc. | Group Voyagers, Inc. | Orlando Health | Union Hospital, Inc. |
| Bucknell University | Guardian Industries Corp. | Panhandle State Bank | UniSource Energy Corporation |
| C & S Worldwide Holdings, Inc. | Guidance Software, Inc. | Paraprofessional Healthcare Institute | United Nations Federal Credit Union |
| CAE USA | Hannaford Bros. Co. | Park Water Company | United States Steel Corporation |
| California State University at San Marcos | Hannahville Indian Community | Payless ShoeSource, Inc. | UnitedHealth Group, Inc. |
| Camber Corporation | Harry Winston, Inc. | Pearson, Inc. | University of California |
| Carastar Industries Inc. | Haskell Company | Pepco Holdings, Inc. | University of Miami |
| Cargill, Inc. | Hayes Lemmerz International | Perkins Coie, LLP | University of Nevada, Las Vegas |
| Carus Corporation | HCIT Group | PETSMART, Inc. | UNUMProvident Corporation |
| CB & I | Hecla Mining Company | PGT Industries | Utah State University |
| CarMax | Heinz Frozen Food Company | Philadelphia Zoo | V & M USA Corporation |
| Cemex Rinker Materials | Highmark, Inc. | PNN Resources, Inc. | Valencia College |
| Centegra Health System | Hillenbrand Industries | Precision Drilling Oilfield Services | Valourec North America |
| Central Hudson Gas & Electric | Hitachi Medical Systems America, Inc. | PricewaterhouseCoopers | Vertex Inc. |
| CH2M HILL Companies, Ltd. | Home Builders Institute | Printpack, Inc. | Ward & Smith, PA. |
| Charleston Area Medical Center | Horbeck Offshore Services, Inc. | Promex Technologies, LLC | Warner Norcross & Judd LLP |
| Chelan County Public Utilities District | Howrey Smith Arnold & White | Provision Ministry Group | Washington Savannah River Co. |
| Chickasaw Nation | Imperial Capital Bank | Prudential Retirement | WAWA, Inc. |
| Chippewa Valley Technical College | Inergy Automotive Systems | Purdue Research Foundation | Welch Allyn, Inc. |
| Choice Hotels International | Ingersoll-Rand Company | QinetiQ North America Operations LLC | West Virginia University Medical Corp. |
| Chubb Corporation | InterDent Service Corporation | Quanex Building Products Co. | Western Mesquite Mines Inc. |
| CITGO Petroleum Corporation | Intermountain Power Service Corp. | Quest Diagnostics | Western Refining Company |
| CitiTrends, Inc. | Ion Media Networks | R.L. Polk & Co. | White Castle System, Inc. |
| City of Boise | Isle of Capri Casinos Inc. | Radian Group Inc. | White Pine Copper Refinery |
| City of Longmont | ITLA Capital Corporation | Ralcorp Holdings, Inc. | Willis Americas |
| City of Miami | JM Family Enterprises | Redlands Community Hospital | Windstream Communications |
| City of San Diego | John Deere Company | Regence Group | WorleyParsons |
| Cleveland Foundation (The) | JT3 LLC | Reichhold, Inc. | Zurich North America |
| Cliff Castle Casino | Kawasaki Motors Corp., USA | Reynolds Smith & Hill | |
| Coastal Forest Resources Co. | Kennametal Inc. | Robert Wood Johnson Foundation | |
| Coca-Cola Bottling Co. Consolidated | Kent State University | Rockwell Collins, Inc. | |
| Colonial Pipeline Company | Klein Tools, Inc. | Royal Credit Union | |
| Commerce Energy Group Inc. | Knott's Berry Farm | RSC Equipment Rental | |
| Commonwealth Brands, Inc. | Knowledge Learning Corporation | Salt River Materials Group | |
| Community Resource Credit Union | Koch Business Solutions | Samaritan's Purse | |
| Computer Services Inc. | Koch-Glitsch, Inc. | Sandia National Laboratories | |
| Continental Automotive Systems US Inc. | Konecranes, Inc. | Santee Cooper | |
| Continental Tire North America, Inc. | L-3 Communications | Sedgwick Claims Management | |
| Corporate Express Inc. | Laclede Gas Company | Seneca Gaming Corporation | |
| Corrections Corporation of America | Lake Sunapee Bank | ServiceMaster Company | |
| County of Chatham | Land O'Lakes, Inc. | Severn Trent Services | |
| County of Mohave | Liberty Media Corporation | Showa Denko Carbon Inc. | |
| County of Orange | Lifeway Christian Resources | Silgan Holdings Inc. | |
| Crawford Supply Group | Lindora Inc. | SilverStone Group | |
| Cristal Global | Lion Copolymer LLC | Sinclair Oil Corporation | |
| Cummins, Fleetguard | LM Wind Power Blades Inc. | Smith & Nephew, Inc. | |

Please note: Due to space limitations we are unable to provide a complete list of participating organizations in this brochure. If you wish to know whether or not others from your organization have previously participated, and do not see your organization listed above, please contact the Institute. Our apologies to those organizations we were unable to list.

REGISTRATION INFORMATION: Register Online: Click Here

TO REGISTER

You may register in a Seminar by any of the following methods:

Telephone 201 871 0474 to reserve space(s).

Fax the registration form to 253 663 7224

Register online **CLICK HERE**

Mail the registration form to PMA Conference Management, POB 2303, Falls Church VA 22042

(IAML will confirm registrations by email. If you do not receive confirmation within three business days, please call 201 871 0474)

IAML has made arrangements for participants to receive especially attractive room rates at the hotels where the seminars will be held. To reserve a room at a hotel at the special rate, please make your hotel reservations at least four weeks in advance of the seminar and mention that you are participating in an IAML seminar. Registrants are responsible for making their own hotel reservations.

Please note: If you experience any difficulty in making your hotel reservation, even within four weeks prior to the program you want to attend, please call us. Through IAML's contacts, there is a good possibility that we can help you secure a reservation at the seminar hotel.

Fees due to IAML should accompany your registration, or a Purchase Order Number should be provided. The total fees payable should be received by IAML at least two weeks prior to the seminar. Arrangements such as deferred billing can be made to accommodate special circumstances by contacting us. We accept AMEX, Discover, MasterCard, and VISA.

While registrations may be accepted within the two weeks prior to the beginning of a seminar, we suggest that you call us to confirm space availability.

Participants will receive a full refund of any fees paid if IAML receives written notification that they will be unable to attend at least two weeks prior to their program's starting date. Otherwise, participants are liable for the entire fee. Registrants requesting a transfer to another program within this two week period will be charged a fee of \$150.00.

Participants may substitute an associate at any time.

COST/SCHEDULE

The fee for the full 4½ day Seminar is \$2,375.00. The fee includes specially prepared material, coffee breaks and a reception on the first evening.

Registration fees for those wishing to enroll in only portions of the program are:

Block I \$1,050.00 (Monday and Tuesday)
Block II \$550.00 (Wednesday)
Block III \$950.00 (Thursday and ½ Friday)

Seminar Schedule

Monday through Thursday, 8:00am to 4:00pm
Friday, 8:00am to 12:00 noon

DISCOUNTS

Once an organization has registered a representative for any of the 2019 4½-day Certificate in Employee Benefits Law Seminars, subsequent registrants from the same organization are entitled to a discount. A \$200.00 discount will be given for each subsequent 4½ day registrant. A \$50.00 discount will be given for each subsequent partial program registrant.

To receive the discount, participants need not attend the same location or date. Discounts must be requested at the time of registration by calling 201 871 0474.

Very attractive discounts are available to organizations which send 5 or more participants to IAML seminars in any 12-month period. Participants do not need to attend the same seminar at the same location or date. Call 201 871 0474 for additional information

"I thoroughly enjoyed the seminar. I really appreciated that the instructors allowed participants to ask questions and work through our issues and concerns."

Sherry Murphy • Senior Human Resources Business Partner
Barrick Gold of North America, Inc. • Elko, Nevada

REGISTRATION FORM The Certificate in Employee Benefits LawSM Seminar

To Register, send this form to us at the address/fax # provided above, or **CLICK Here**

Atlanta, GA April 20-24, 2020

Orlando, FL July 13-17, 2020

Las Vegas, NV October 5-9, 2020

October 26-30, 2020

I AM REGISTERING FOR:

Complete Seminar

ONLY the Block(s) indicated*:

Block I

Block II

Block III

*Participants may register in one or more blocks, although participation in all three blocks of the 4½ day seminar is recommended.

Name: Mr. Ms. _____ E-mail Address: _____

Title: _____ Bus. Phone: (____) _____ Ext.: _____ Fax #: (____) _____

Employer: _____ Employer Address: _____ (Please include mail stop if required)

City: _____ State: _____ Zip: _____

NAME AS YOU WOULD LIKE IT TO APPEAR ON CERTIFICATE (FULL SEMINAR REGISTRANTS ONLY):

Signature: _____ Date: _____

I request CLE credit for (State): _____ My Bar # is: _____

PAYMENT INSTRUCTIONS Please make checks payable to PMA Conference Management Tax ID 30-0803122

TOTAL FEES DUE: \$ _____

Check in full payment Deposit check for ½ of full fees due

Bill My Employer

Purchase Order No.

I wish to pay by credit card, please charge my:

AMEX

Discover

MasterCard

VISA

Cardholder name: _____

Card No.: _____ Exp. Date: _____ Signature: _____

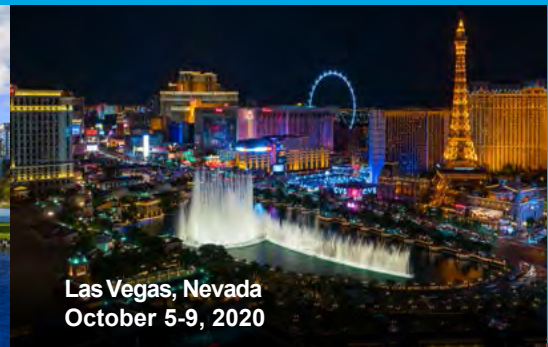
THE CERTIFICATE IN EMPLOYEE BENEFITS LAWSM SEMINAR



Atlanta, Georgia
April 20-24, 2020



Orlando, Florida
July 13-17, 2020



Las Vegas, Nevada
October 5-9, 2020

**“Great material, great pacing, super instructors.
A true A+.”**

Sonja Wendt
Benefits Specialist
Jet Propulsion Laboratory
Pasadena, California

**“John Hickman gave a great presentation.
He was enthusiastic, engaging and made
the topics discussed relevant to everyone
in attendance.”**

Jennie Waski, PHR
Sr. Benefits Analyst
Sage Hospitality
Denver, Colorado

“George Cicotte did a great job!”

Carolyn Phifer
Human Resources Manager
Lowe's Companies, Inc.
Gainesville, Georgia

**“I appreciated Tom Schendt's teaching style
and how he involved everyone in the class
and made it interactive.”**

S. Greg Robinson
Human Resources & Safety Manager
Suominen Nonwovens
Bethune, South Carolina

**“Loved the instructors! The course provided
so much valuable information.”**

Emily Ruelle, PHR, SHRM-CP
People Partner
Google
Seattle, Washington

**“Dominic DeMatties brought a great energy and
wealth of knowledge. I appreciated the real-life
examples and application. Ashley Gillihan was
also great. He spoke my “visual” language and
was very knowledgeable and engaging.”**

Joyce Duffey
Benefits Manager
Mondi Bags
Atlanta, Georgia

**“Leah Singleton has an amazing talent to take
content not easily understood and break it down
to make it relatable and retainable. She avoided
just reading from the slides and apply it to
current scenarios a leader could face at work.”**

Tamara Webb, PHR
Pension Manager
Ingersoll Rand Company
Davidson, North Carolina