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## WHY YOU SHOULD ATTEND

The 3rd Annual AKP Labor and Employment Law Review

AKP attorneys defend clients in front of federal and state agencies; in depositions and in court before juries and judges. More than a dry recitation of the cases and statutes, AKP attorneys will share with seminar attendees what it takes to win. The Year in Review Seminar will discuss some of the practical lessons learned from the successful defense of our clients this past year. Special focus will also be placed on updates from the federal state quagmire over FLSA; the impact of VESSA; and, trends in federal and state court decisions. Just as in the past two years, this seminar is free to our clients.

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### *Who Should Attend:*

- ▶ Human Resource Personnel
- ▶ Managers
- ▶ Business Owners
- ▶ Accountants
- ▶ Lawyers Who Advise Business

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*Labor and Employment Attorneys for Management*

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4343 Commerce Court  
Suite 615  
Lisle, IL 60532

Phone: (630) 505-9939  
Fax: (630) 505-9969

*Labor and Employment Attorneys for Management*

**ANDREWS KOEHLER & PASSARELLI, P.C.**

PRSRT STD  
U.S. Postage  
PAID  
Tinley Park, IL  
Permit No. 72

Seminar Information Enclosed

**ANDREWS KOEHLER & PASSARELLI, P.C.**

Presents our 3rd Annual

## *A Year in Review*

**Updates in Labor and Employment Law that  
you need to know about for 2005**

**Thursday, December 9, 2004**

# A Year in Review

## What You Need to Know for 2005

In 2004, there were a number of important changes in labor and employment law. Join us as we inform you of the most up-to-date changes that will impact how you conduct your business in 2005. AKP attorneys will provide you with the practical tools and resources you need to get ready for the coming year. This cost-effective seminar will help you to understand these changes and be prepared. AKP attorneys will provide you with the updates and written materials on the following topics:

- 1 Overtime pay: The Impact of Illinois Law on the New FLSA Regulations and the impact of bonuses on overtime calculation.
- 2 Labor Update: Trends in union organizing and bargaining, plus recent NLRB and Court Decisions.
- 3 Sex Harassment: Recent case law bring good news for employers who do the right thing.
- 4 HIPPA update: Impact of this year's regulations on HR practices.
- 5 COBRA update: What you need to know about implementing the new regulations.
- 6 Non-compete Agreements: Good and bad news from recent case law in Illinois.
- 7 Negligent Hiring: the "Truth in References Act" FACT and FCRA.

**Cost: Complimentary for AKP Clients and Friends**

**Date:** Thursday, December 9, 2004

**Time:** 2:00 p.m. to 4:00 p.m.

**Location:** Andrews Koehler & Passarelli, P.C.

4343 Commerce Ct, Suite 615

Lisle, IL 60532

**Deadline: November 30, 2004**

After the seminar, join us for our 3rd annual Open House from 4:30 p.m. to 8:00 p.m. for complimentary refreshments. Come meet our associates and learn more about our firm. Be sure to R.S.V.P by November 30, 2004!

Please fax registration forms and/or mail to:

**Andrews Koehler & Passarelli, P.C.**

**Attn: Erinn Moore**

**4343 Commerce Court, Suite 615**

**Fax: (630) 505-9969**

**PLEASE RESPOND BY NOVEMBER 30, 2004.**

For more information please call Erinn Moore at 630/505-9939

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Company: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

Email: \_\_\_\_\_

Signature: \_\_\_\_\_

Please complete a separate form for each person attending.

(For convenience attach a business card)