

PRESENTERS

ERIC S. NAMEE

Mr. Namee's primary areas of practice include Employee Benefits, Taxation, and Tax Litigation. He has been with the firm since its founding in 1987 and heads its taxation, employee benefits, and employment law practice group. He has practiced in employee benefit matters for more than 30 years and represented clients before the IRS for more than 32 years.

STEVEN P. SMITH

Mr. Smith is a member of the Hinkle Law Firm LLC. Since joining the firm in 1998, he has focused his practice on employee benefits-related matters, including 401(k) plans, defined benefit plans, and group health plans, and on the laws governing those plans, including ERISA, HIPAA, COBRA, and on the Patient Protection and Affordable Care Act ("PPACA") as that law affects employers.

JAMES C. SPENCER

Mr. Spencer offers practical insights that help his business clients better manage their workplaces with respect to employment law, executive compensation, and employee benefits matters. James advises business clients on federal and state laws affecting employers and executive compensation, including FMLA, ADA, FLSA, USERRA, GINA, ERISA and Section 409A, 280G, and 457 of the Internal Revenue Code.

BRADLEY J. SCHLOZMAN

Mr. Schlozman joined the Hinkle Law Firm in 2007, where his practice has concentrated primarily on Employee Benefits and ERISA law. Prior to joining the firm, he held a series of high-level posts in the Department of Justice, including United States Attorney for the Western District of Missouri, Acting Assistant Attorney General of the Civil Rights Division, and Counsel to the Deputy Attorney General.

MITCHELL L. HERREN

Mr. Herren's trial practice has taken him to courtrooms and mediations around the country and includes an emphasis on commercial and complex disputes in areas such as employment litigation, business torts, fiduciary duty, and contracts. He is also experienced in providing legal emergency response and crisis management, in conducting corporate internal investigations, and in providing legal support for corporate compliance programs.

RACHAEL M. SILVA

Ms. Silva devotes a large part of her practice to advising employers on federal and state employment laws, including FMLA, ADA, and FLSA. Prior to joining the firm, she worked for over 11 years as a clerk to a federal judge in the District of Kansas, where she had extensive involvement in employment law cases and saw firsthand the issues faced by employers.

ERIC W. BARTH

As a member of Hinkle Law Firm's Business Litigation Group, Mr. Barth handles a variety of commercial litigation matters. Mr. Barth also advises clients on a variety of employment issues and litigates employment disputes before administrative agencies and in state and federal court, including employment discrimination claims, unemployment claims, non-compete agreement issues and wage and hour collective actions.

2016 Hinkle Law Firm Employment Law & Employee Benefits Seminar

Thursday, November 10th, 2016
Tuesday, November 15th, 2016

8:00 a.m. – 3:00 p.m.

Epic Center
22nd Floor Conference Center
301 N. Main
Wichita, Kansas

Presented By:

HINKLE

LAW FIRM LLC

301 N. Main, Suite 2000
Wichita, KS 67202-4820
(316) 267-2000
www.hinklaw.com

AGENDA

8:00 am	Registration
8:30 am	Welcome
8:40 am	2016 Employment Law Roundup: What Should Employers be Concerned About? <i>James C. Spencer and Eric W. Barth</i>
9:40am	Break
9:55 am	The Ever Changing World of Employee Benefits - Hot Issues to Be Aware Of <i>Eric S. Namee</i>
10:55 am	Group Health Plans: Wellness Programs / Medicare and Retirees <i>Steven P. Smith</i>
12:00 pm	Lunch (Provided)
12:30 pm	Group Health Plans: Telemedicine, Concierge Medicine, and More: Traps for the Unwary <i>Bradley J. Schlozman</i>
1:30 pm	Break
1:45 pm	Protecting Your Company's Confidential And Trade Secret Information <i>Mitchell L. Herren and Rachael M. Silva</i>
2:45 pm	Q&A Session
3:00 pm	Adjournment

WHO SHOULD ATTEND

Human Resource and Benefits Managers, Controllers, Benefits Consultants, Attorneys, Accountants, Insurance Professionals, Business Owners, and Supervisors.

SEMINAR REGISTRATION

The registration fee (including lunch) is \$135.00 per attendee. Sign up for the seminar by visiting www.hinklaw.com.

**Pending continuing education approval for HR Certification Institute General Credit, SHRM Credit, Kansas CE Credit, and Kansas CLE
CPE certificates of attendance will be provided to seminar attendees upon request at the seminar.**

If you have any questions regarding this seminar, please feel free to contact Melissa Smith at (316) 660-6202 or at msmith@hinklaw.com.

TOPIC DESCRIPTIONS

2016 EMPLOYMENT LAW ROUNDUP: WHAT SHOULD EMPLOYERS BE CONCERNED ABOUT?

Every year, employers have to deal with more and more changes in employment laws. Staying abreast of so many changes can be daunting for employers. This session is designed to highlight recent case law, statutory, and regulatory changes that we believe employers should be most concerned about.

THE EVER CHANGING WORLD OF EMPLOYEE BENEFITS - HOT ISSUES TO BE AWARE OF

ERISA compliance involves navigating a minefield of rules and regulations. We will explain how crucial it is for plan sponsors and administrators to understand how the courts, the IRS and DOL are interpreting and enforcing ERISA. This session will focus on recent court cases, as well as IRS and DOL regulatory changes and enforcement initiatives. In particular it will identify and discuss new issues that require attention in the near future.

GROUP HEALTH PLANS: WELLNESS PROGRAMS / MEDICARE AND RETIREES

Wellness programs continue to be popular with employers, but now that the EEOC has issued new regulations, most employers will need to take a careful look at what they are doing and many will need to make changes before the EEOC regulations take effect next year. We'll review what's new and different in the EEOC regulations. We'll also look at problems that can and do come up when an employer agrees to provide continued coverage following a termination of employment for a former employee who is also eligible for Medicare.

GROUP HEALTH PLANS: TELEMEDICINE, CONCIERGE MEDICINE, AND MORE: TRAPS FOR THE UNWARY

A growing number of employers are adding telemedicine arrangements and concierge medicine access to their overall benefits package. Although these programs are quite popular with both employers and employees alike, they do present numerous traps for the unwary. We will talk about the potential excise taxes that these arrangements can trigger for employers and the limitations they may bring about for participants wanting to contribute to Health Savings Accounts. We will also discuss the legal issues that confront employers who provide their employees with incentives to opt out of employer-sponsored group health plan coverage. Our goal is to educate employers not only on the complex regulations governing these health care offerings, but also on how to structure the arrangements to best achieve an employer's objectives.

PROTECTING YOUR COMPANY'S CONFIDENTIAL AND TRADE SECRET INFORMATION

From hackers to disloyal employees, your company's confidential and trade secret information is at risk. We will discuss the difference between confidential information and trade secrets, how to protect both, and your options if they are misappropriated. The new, federal Defend Trade Secrets Act will also be discussed, including how it can be used to seek recourse from those who misappropriate trade secret information and how it impacts your company's employee confidentiality agreements.