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and **SAVE!**



Littler
Employment & Labor Law Solutions Worldwide

2012 Employment Law & Leadership Conference

A PREMIER CONFERENCE FOR BUSINESS OWNERS, MANAGERS, HR, RISK MANAGEMENT & LEGAL COUNSEL IN
PUBLIC, PRIVATE & NON-PROFIT ORGANIZATIONS

LITTLER'S EMPLOYMENT LAW UPDATE – *Expanded this year!*

How California Employers Must Change Their Operations...

You WILL NOT BELIEVE the #of NEW LAWS FOR 2012!



We have expanded the Littler Update to make room for the myriad of major new 2012 laws and regulations!

Learn from leading Littler attorneys about the latest employment law twists and turns to bring you up to speed on the regulatory front as well as trends to watch for in the future. Learn about the many compliance issues that are of greatest concern to corporate counsel, human resources professionals, executives and other managers on a day-to-day basis. Littler's Employment Law Update is a thought-provoking overview and analysis of the most critical employment and labor law issues confronting employers right now – and in spades for 2012.

AFTERNOON BREAK-OUT SESSIONS

(Please see second page to read full session descriptions)

- ▶ **HEALTH CARE REFORM – and Managing the High Cost of Employee Benefits!** (by Tony Bruscia)
Are you ready for Health Care Reform? Get updated from one of TPO's preferred subject matter experts in this straight forward, authoritative session about this high impact law, plus critical tips for reducing runaway costs and motivating your employees to make better healthcare decisions.
- ▶ **EMPLOYMENT LAW & HR ROUNDTABLE – Getting the Specific Answers You Need!** (by Littler & TPO)
Talk about brain power – a whole session with Marlene Muraco, Esq., Sr. Littler Partner and Melissa Irwin, SPHR-CA, TPO Sr. Consultant sharing both legal and HR answers and advice about the most critical questions on the minds of our conference participants – many you didn't even know to ask!
- ▶ **ACCOMPLISHING MORE WITH LESS – 5 Productivity Principals for the Digital Age** (by Pierre Khawand)
In today's digital age, information is coming our way from many fronts and in abundance. Keeping track of it and leveraging it becomes very challenging. Learn to better cope with information overload and competing priorities while communicating more effectively using leading edge technologies.
- ▶ **STRATEGIC ALIGNMENT– Setting Priorities Provides Clarity for Us ALL** (by TPO)
We are all VERY busy, which makes it difficult to remember what we **should** be doing. Developing Strategic Alignment with goals and priorities makes us all more productive. Get practical information on how to effectively develop priorities for the business and individual contributors.

NEW THIS YEAR!

Complete and submit a **Consultation Request Card** the day of the conference and have your specific questions answered by either a knowledgeable Littler attorney or one of TPO's certified HR consultants. Provided as a professional courtesy to conference participants, this makes available up to 30 minutes of free consultation within 30 days of the conference.

JANUARY 11, 2012 ■ Hyatt Regency Hotel, Monterey



CONFERENCE AT A GLANCE

8:00 – 8:30 am	Registration and Breakfast
8:30 – 9:00 am	Opening Session
9:00 – 10:30 am	Littler Employment Law Update
10:30 -10:45 am	Break
10:45 – 11:45 am	Littler Employment Law Update (continued)
11:45 – 12:00 pm	Prize Drawings & Afternoon Orientation
12:00 – 12:45 pm	Lunch
12:45 – 2:15 pm	Afternoon Break-Out Sessions
2:15 – 2:30 pm	Break
2:30 – 4:00 pm	Afternoon Break-Out Sessions

5 PHR/SPHR/GPHR OR CLE HOURS!



APPROVED
CONTINUING
LEGAL
EDUCATION
FOR CREDITS

This conference has been
approved for 5 credit hours
toward PHR/SPHR/GPHR/CLE

*The use of this seal is not an endorsement by
HRCI of the quality of the program. It means that
this program has met HRCI's criteria to be pre-
approved for recertification credit.*

☒ Please check the two powerful and informative afternoon sessions you are most likely to attend:

☐ **HEALTH CARE REFORM – and Managing the High Cost of Benefits! – (by Tony Bruscia)**

Many employers are concerned about the complexities of Health Care Reform and the costs of healthcare rising every year. You will take away a practical plan to navigate the HCR using a Critical Path Timeline of action items to help you stay ahead of the compliance curve. This session will outline creative solutions to help employers reduce their costs including value-based benefits. Health plans that motivate and reward employees to take pro-active steps to manage their chronic illnesses and to use preventative medicine to catch major diseases earlier. Learn from what major corporations are doing to change employees' behaviors.

☐ **EMPLOYMENT LAW & HR ROUNDTABLE – Getting the Answers YOU Need! (by Littler & TPO)**

The TPO/Littler conference strives to providing top legal advice coupled with the more subtle aspects of implementation from an HR perspective. The expanded 2012 Littler Update session has occupied time previously dedicated to our Littler/TPO panel session where questions can be fielded from the Littler Employer General Session. The Employment Law & HR Roundtable is a perfect venue to exchange information and find effective solutions to help solve your most challenging workplace-related issues. Gain insights and understanding from two leading experts at once!

☐ **ACCOMPLISHING MORE WITH LESS – 5 Productivity Principals for the Digital Age (by Pierre Khawand)**

In this session, productivity expert Pierre Khawand, founder of People-OnTheGo, will demonstrate breakthrough concepts and techniques that can help you and your team overcome the challenges of information overload, and work efficiently together to achieve the desired results. You will learn how to a) manage focused and collaborative time b) take control of e-mail c) use collaboration technology more effectively, and d) accomplish more together!

☐ **STRATEGIC ALIGNMENT – Setting Priorities Creates Clarity for Us All (by TPO)**

According to a Harris Poll study, only 15% of those surveyed could identify their employer's most important goals and priorities. No question, we are all VERY busy, but employees from the top down occasionally wonder exactly what they should be doing. Developing Strategic Alignment with goals and priorities helps everyone make good decisions about how to spend their time to achieve the goals. Come hear some down to earth information on how to define and focus on top priorities to get critical things accomplished.

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DATE/TIME: January 11th, 8:00 a.m. – 4:00 p.m. (Continental Breakfast & Lunch are included!)

LOCATION: Hyatt Regency Hotel, Monterey

COST: TPO Members attend **FREE*** as part of their Annual Membership!

This Conference
is a
Sustainable Event



Littler
Clients Receive TPO's
MEMBER RATE!
Use code LM!

Type of Registrant	Regular	Early Bird (Must be paid by 12/23/11)	Team (3 or more)	Team Early Bird (Must be paid by 12/23/11)
Non-Members	\$349	\$299	\$299	\$269
Co-Sponsor TPO Member**	\$299	\$249	n/a	n/a

**Charge for participants above the number of your authorized representatives.

**REGISTRATION
CAN'T BE EASIER!**



Online
www.tpohr.com/event



Call
800.277.8448



Email
tpo@tpohr.com

CANCELLATIONS:

	By December 16	By December 23	By December 30	After December 30
Paying Registrants	Full Refund	75%	50%	No refund
Non-Paying TPO Members	No charge	No Charge	No Charge	\$100 per seat

TPO Members:

Registration is limited! Please register for your free seats only if you are planning to attend! Regrettably, TPO Members reserving free seats will be assessed a \$100 cancellation fee per seat for cancellations not received before December 30, 2011 or for no shows.