

Seminar Registration Information

Please remit registration form and payment by
February 18, 2009 to:

Ms. Linda Vassallo
Innovative Benefit Planning, L.L.C.
1630 Riverton Road
Cinnaminson, NJ 08077
(856) 786-4300 ext. 304
(856) 786-4304 - fax
lvassallo@ibpllc.com

Checks should be made payable to Innovative Benefit
Planning, L.L.C.

Registration: **\$75 (for members of SNJ-HRA) per person**
 \$95 (nonmembers) per person

Seminar: 8:20 a.m. - 12:30 p.m. Registration: 8:00 a.m.

Attendee name *(Please print or type)*:

1. Name _____

Company _____

Title _____

Email _____ Phone No. _____

2. Name _____

Company _____

Title _____

Email _____ Phone No. _____

3. Name _____

Company _____

Title _____

Email _____ Phone No. _____

Address _____

City/State/Zip _____

Fax _____

Innovative Benefit Planning, L.L.C.
1630 Riverton Road
Cinnaminson, NJ 08077
www.ibpllc.com



and



Invite you to

2009 Employee Medical and Family Leave Issues

**Cumberland County College -
Conference Center**
College Drive
Vineland, NJ 08360
Tel: (856) 691-9196

February 25, 2009

Registration: 8:00 a.m.
Program 8:20 a.m. - 12:30 p.m.

Program Agenda

- 8:00 - 8:20 a.m. **Registration & Continental Breakfast**
- 8:20 - 10:20 a.m. **Advanced Issues under Federal & State Medical Leave Laws**
Armando V. Riccio, Esq.
Capehart Scatchard

- Key Revisions to the FMLA Regulations
- New Jersey Paid Family Leave
- Medical Leaves of Absence as an Accommodation

An informative session regarding newly enacted laws, recent changes in law and a brief review of new cases. Learn how to avoid pitfalls inherent in this area of overlapping laws.

10:20 -10:35 a.m. **Break**

10:35 - 11:35 a.m. **Medical Issues and Opportunities Under ADA and FMLA**
Nathaniel R. Evans, II, M.D., F.A.C.E.P.
Burlington Medical Center

- Determining the authenticity of medical complaints
- The “Company doctor’s” limitations and options
- The role of “Independent Medical Examiners”
- Accommodation Alternatives
- Examination for fitness-for-duty

Gain a practical understanding of the different medical reviews available to a Company in order to control system abuses.

11:35 - 12:30 p.m. **Creating and Administering a Leave of Absence (LOA) Policy**
Terriann Procida
Innovative Benefit Planning, L.L.C.

- LOA Documentation of Policies and Procedures
- Employee handbook that supports LOA policies
- Employee communications and timing
- Notification from supervisors/managers to Human Resources
- Employee Benefits while on a LOA
- LOA tracking

Who Should Attend

This half-day seminar is designed for human resource managers, operations managers, CFOs, controllers, managers and business owners.

Seminar Facility Information

Cumberland County College - Conference Center
College Drive, Vineland, NJ 08360
Tel: (856) 691-9196

DIRECTIONS

From Vineland: Travel west on Landis Avenue to the junction of Route 47 (Delsea Drive) intersection; make a left traveling south on Route 47; turn right onto Sherman Avenue (Route 552); drive approximately 1 mile to traffic light at College Drive, turn left; the college is about ½ mile on the right.

From Bridgeton: Take Irving Avenue to Route 552 through Carmel approximately 4 miles to traffic light at College Drive turn right; the college is about ½ mile on the right.

From Millville: Drive north on High Street to Route 47 (Delsea Drive); travel north on Route 47; turn left at traffic light at College Drive; the college is about ½ mile on the left.

From Philadelphia: From the Walt Whitman Bridge take Route 42 South; take Route 55 South; take Exit 29 (Route 552-Bridgeton/South Vineland); make a right taking Route 552 East to 2nd traffic light at College Drive, turn right; the college is about ½ mile on the right.

From Trenton: Take Route 206 South; take 295 South to Route 42 South for approximately 2 miles; take Route 55 South to Exit 29 (Route 552-Bridgeton/South Vineland); make a right taking Route 552 East to 2nd traffic light at College Drive, turn right; the college is about ½ mile on the right.

From New Jersey Turnpike (northern end): To Exit 7; take 295 South to Route 42 South; travel approximately 2 miles; take Route 55 South; take Exit 29 (Route 552-Bridgeton/South Vineland); make a right taking Route 552 East to traffic light at College Drive; turn right; the college is about ½ mile on the right.

From Garden State Parkway: Take the Atlantic City Expressway west (Exit 38A north) to Exit 12E; take Route 40W; make a left at traffic light at Route 54 junction in Buena. Make a left going south on Route 655 (Lincoln Avenue) to traffic light at Rt 552 (Sherman Avenue); make right onto Sherman Avenue; make right at fourth light, College Drive, make left and College is ½ mile on right.

From Delaware Memorial Bridge: Take Route 40 East; travel through Woodstown and Elmer to Route 55 South; take Exit 29 (Route 552-Bridgeton/South Vineland); make a right taking Route 552 East to 2nd traffic light at College Drive, turn right; college is about ½ mile on the right.

From Southern Cape May County: Drive north on Route 47 to Route 55; travel on Route 55 to Exit 29 (Route 552-Bridgeton/South Vineland); make a right taking Route 552 East to 2nd traffic light at College Drive, turn right; college is about ½ mile on the right.

From Middle Cape May County: Proceed west on Route 49 to Route 55; travel on Route 55 north to Exit 29 (Route 552-Bridgeton/South Vineland); make a right taking Route 552 East to 2nd traffic light at College Drive, turn right; college is one-half mile on the right.

Speaker Information

Terriann Procida is a founding partner in the employee benefits firm, Innovative Benefit Planning, L.L.C., and has over 20 years experience in the insurance industry, providing employee benefit services to business owners and executives nationally. Her experience working with diverse businesses of all sizes has helped Terriann to identify key challenges that employers face. As a business owner herself, Terriann brings a valued perspective when assisting her clients in their benefit decisions. She has received many accolades from her clients and colleagues over the years. Her most recent recognition was from *South Jersey Magazine* where she received the Women in Business recognition. In her spare time, Terriann immerses herself in many professional and volunteer activities including the National Health Underwriters Association, the Tri-State Human Resource Management Association, Women’s Presidents Organization, eWomen Network and International Foundation of Employee Benefits. She recently spoke to HR professionals at Tri-State HRMA 22nd Annual Conference about networking as an essential leadership skill.

Armando V. Riccio is a member of Capehart Scatchard’s Labor and Employment Group. He concentrates his practice in representing management in the public and private sectors in various employment matters such as discrimination, harassment, retaliation, and wrongful termination claims. He represents management before the EEOC, NLRB, Division on Civil Rights, PERC, and federal and state courts. Mr. Riccio also conducts investigations of discrimination and harassment claims, and advises clients regarding employment practices, policies, and procedures. Recently recognized as one of South Jersey’s Top Attorneys as published by *SJ Magazine*, Mr. Riccio currently serves as Chairperson for the Southern New Jersey Region in an employer outreach initiative undertaken by the New Jersey Division on Civil Rights. He is also a member of the American Society for Training and Development, Society of Human Resource Management, Tri-State Human Resource Management Association (former Chairperson, Program Committee), the Human Resources Association for Southern New Jersey (Executive Committee Member and Chair, Legal Updates Committee), the New Jersey State (Labor & Employment Section), Burlington, and Camden County Bar Associations.

Nathaniel R. Evans, II, M.D., F.A.C.E.P. is President and Medical Director of Burlington Medical Center. A graduate of The Johns Hopkins School of Medicine, Dr. Evans is board-certified by the American Board of Internal Medicine and the American Board of Emergency Medicine. He is certified in Occupational Medicine by the American Board of Preventive Medicine and he is certified by the American Society of Addiction Medicine and the National Commission on Correctional Health Care. Dr. Evans practices occupational medicine. His business clients have realized impressive medical cost reductions. Dr. Evans has served as expert witness in legal cases involving his areas of expertise.