

To: Clients and Friends
From: Smith & Downey
Date: March 6, 2009
Re: Upcoming Breakfast Seminar

In light of the severity of the current recession, human resources issues have taken on an urgency that is unprecedented for even seasoned HR practitioners. Employers are tightening their belts, and many are downsizing in order to stay afloat. Unfortunately, even a single misstep can result in liability and legal fees that can quickly wipe away the savings sought by the employer when reducing its workforce.

In addition to the immediate need to control human resources costs, employers also are facing new challenges as a result of an Obama administration that is decidedly more "pro employee" than the prior administration. On the pending legislation front, the Employee Free Choice Act ("EFCA"), if passed, would increase the likelihood of unionization at workplaces big and small. This looming development, along with the recent enactment of the Lilly Ledbetter Fair Pay Act and the Genetic Information Nondiscrimination Act ("GINA"), underscore the need for employers to be proactive in dealing with legislation that could transform the law of the workplace.

In order to assist our clients and friends in meeting the HR challenges brought on by the current fiscal crisis and political climate, Smith & Downey will be sponsoring a breakfast seminar to address the following issues:

1. How to minimize liability when reducing a workforce;
2. How to be prepared should EFCA become law;
3. How to comply with the Lilly Ledbetter Fair Pay Act; and
4. How to comply with GINA.

The seminar will be held at the Sheppard Pratt Conference Center from 8 a.m. to 10:00 a.m. on Tuesday, March 24, 2009.

Continental breakfast will be provided and there is no charge for the seminar. Space is limited, so please contact Jamie Siegman at jsiegman@smithdowney.com or 410-321-9000 if you would like to reserve a spot.

As always, thanks for your interest and support.