

To: Clients & Friends
From: Smith & Downey
Date: February 10, 2011
Re: Wage & Hour Compliance Seminar

Recently, we have seen a dramatic increase in inquiries relating to compliance with wage and hour laws, especially the Fair Labor Standards Act. Several factors are contributing to this surge, including a significant increase in Department of Labor investigations and an ever-increasing number of overtime lawsuits filed under the FLSA.

In order to assist our clients and friends in complying with wage and hour laws, we are sponsoring a breakfast seminar that will discuss these issues from three perspectives:

1. Employer Compliance:
Doug Desmarais will share observations from his perspective of representing employers in this area.
2. Employee Rights:
Steve Lebau, from the plaintiff's law firm of Lebau & Neuworth, has agreed to share his point of view during the seminar. Naturally, this portion of the seminar should be invaluable to our employer clients.
3. Government Enforcement:
Richard Castleton from our Firm will share insights from his previous work as an investigator for the DOL Wage and Hour Division.

The seminar will be held at Abilities Network, located at 8503 Lasalle Road, Towson, Maryland 21286, from 8:30 a.m. to 10:30 a.m. on Friday, February 25, 2011.

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

As always, thank you for your interest and support.