

NATERA's

2010 Annual Conference

**Transforming Economic & Regulatory
Challenges Into New Workplace Opportunities**



October 24 - 26, 2010



NATERA 2010 Conference

Transforming Economic & Regulatory Challenges Into New Workplace Opportunities

Sunday, October 24, 2010

- 1:30 - 3:30 P.M. Special Tour of the Savannah Port
- 4:00 - 6:30 P.M. Registration
- 5:00 - 6:00 P.M. Board of Directors Meeting
- 6:00 - 8:00 P.M. Opening Cocktail Reception

Monday, October 25, 2010

- 7:30 - 8:30 A.M. Registration
- 8:30 - 8:45 A.M. *Welcome and Opening Remarks*
— John V. Jansonius, Akin Gump Strauss Hauer & Feld LLP, NATERA Chairman
— Halold P. Coxson, Jr., Ogletree Deakins Nash Smoak & Stewart, P.C., NATERA Program Chair
- 8:45 - 9:30 A.M. *“Challenging Times in Washington! Where Are the Opportunities?”*
— Honorable Orrin Hatch (R-UT), United States Senate, Utah
Our special Keynote Speaker has led the charge on labor and employment legislation for the business community for over 30 years in the Senate, taking on some of the toughest challenges from the 1978 Labor Law Reform Bill to the current Employee Free Choice Act. He will speak to us about the current CHALLENGES in Washington and his hopes for future OPPORTUNITIES.
- 9:30 - 10:15 A.M. *“Historic Regulatory & Enforcement CHALLENGES for Employers Coming from Washington: What OPPORTUNITIES will the Mid-Term Elections Bring to Help Stop the Regulatory Avalanche?”*
— Harold P. Coxson, Jr., Esquire, Ogletree Deakins Nash Smoak & Stewart, P.C. and Ogletree Governmental Affairs, Inc.
— Kathryn Martel, Director of Labor Relations and Associate RCO - Americas, DHL Global Forwarding
Our Washington “Insider” will share his predictions for the Mid-Term election results and the impact on Washington’s dangerous regulatory and enforcement initiatives, along with the wisdom of an experienced labor relations professional with experience on both the management and union-side.



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10:15 – 10:30 A.M. Morning Break

10:30 – 11:15 A.M. *“What’s Next for Health Care? Will the Health Care Reform Law Really Work?”*
— James P. Gelfand, Director of Health Care Policy, U.S. Chamber of Commerce
— Jorge Lopez, Jr., Esquire, Akin Gump Strauss Hauer & Feld LLP
This panel will tell you what you need to know about implementing the requirements of the recently passed health care bill.

11:15 – 12:00 P.M. *“View from the Press Box”*
— John D. Schulz, Media Consultant, Logistics Management Magazine
This annual favorite will feature John Schulz’s unique (and humorous) perspective on the state of the trucking industry.

12:00 – 1:15 P.M. Lunch - On your own - Free Time

1:15 – 2:00 P.M. *“Historic CHALLENGES for Employers at the National Labor Relations Board”*
— Honorable Ronald Meisburg, Proskauer Rose (former General Counsel, NLRB)
— Honorable Arthur Rosenfeld (former General Counsel, NLRB and former Director, FMCS)
Now that the “Employee Free Choice Act” is dormant in Congress, the new pro-union majority at the NLRB will change the interpretation of the National Labor Relations Act in many ways that employers probably will not like. The Board will fashion new decisions and rulemaking for union organizing, collective bargaining, and other forms of protected concerted activity, such as strikes. These issues are of concern to all employers, both union and union-free. The two most immediate past General Counsel of the NLRB will guide us through what to expect and what you need to do to meet these CHALLENGES in the workplace.

2:00 – 2:45 P.M. *“Speaking of CHALLENGES! The Current Status and Future Outlook for Defined Benefit Pension Plans, including Multi-Employer Plans”*
— Herve H. Aitken, Esquire, Ford & Harrison LLP
— Aliya Wong, Director of Pension Policy, U.S. Chamber of Commerce
Another crowd favorite - even if the CHALLENGES always seems to exceed the OPPORTUNITIES - this panel will discuss the latest developments regarding pending legislation and other developments affecting single and multi-employer pension plans, PBGC governance, and 401(k) issues. Then they will share 10 steps you should take now.



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- 2:45 – 3:00 P.M. **Afternoon Break**
- 3:00 – 3:45 P.M. *“How to Succeed in Business by Really Trying: The Latest Labor and Human Resources CHALLENGES for the Nation’s Largest Retailer and How to Convert Them into OPPORTUNITIES”*
— **Lee Culpepper, Vice President, Corporate Affairs, Wal-Mart**
You have heard about the business success of Wal-Mart. Now hear the “inside” story from a senior company executive as to Wal-Mart’s hard work to achieve resource successes and positive employee relations to avoid unionization. He will discuss as well Wal-Mart’s on-going CHALLENGES to maintain its corporate reputation against outside pressures, and Wal-Mart’s global growth strategies. Finally, as an added bonus, Mr. Culpepper will discuss the upcoming mid-term elections based on his renown as a “political pundit.”
- 3:45 – 4:30 P.M. *“Employment OPPORTUNITIES Following Return to the Private Sector from the CHALLENGES of Military Service: Complying with USERRA”*
— **Honorable Raymond Jefferson (INVITED), Assistant Secretary for Veteran’s Employment and Training Services (VETS), U.S. Department of Labor**
An extremely timely discussion of your obligations under the Uniformed Services Employment and Reemployment Rights (USERRA), and OPPORTUNITIES offered by returning service members.
- 4:30 – 4:45 P.M. *Prize Drawing (supplied by Ogletree Deakins) and Day One Closing Comments*
- 4:45 – 6:00 P.M. **Free Time**
- 6:00 – 8:00 P.M. **CHAIRMAN’S DINNER**

Tuesday, October 26, 2010

- 8:30 – 8:45 A.M. *Opening Remarks - Second Day*
— **John V. Jansonius, Akin Gump Strauss Hauer & Feld LLP, NATERA Chairman**
— **Halold P. Coxson, Jr., Ogletree Deakins Nash Smoak & Stewart, P.C., NATERA Program Chair**
- 8:45 – 9:30 A.M. *“Economic Recovery: CHALLENGES and OPPORTUNITIES for Transportation Employers”*
— **Honorable Anne S. Ferro, Administrator, Federal Motor Carrier Safety Administration (FMCSA), U.S. Department of Transportation**



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Hear directly from the leader of FMCSA about its new Comprehensive Safety Analysis (CSA) 2010 for early targeting of high risk trucking operations, including enforcement strategies to: (1) raise the bar for entry into the industry; (2) require compliance to remain in the industry; and (3) remove high-risk operators from the highways.

9:30 – 9:35 A.M. **Change PowerPoint – Stretch**

9:35 – 10:15 A.M. *“Why the Economy is Still CHALLENGED: What’s the Economic Outlook in the Transportation Industry?”*

– **Noël Perry, Economist, Transportation Research Consulting Group**

Following the outstanding speech at last year’s NATERA conference, we simply had to invite Mr. Perry back to give us his most recent insights into economic challenges facing the transportation industry.

10:15 – 10:45 A.M. **Morning Break**

10:45 – 11:30 A.M. *“CHALLENGES and OPPORTUNITIES for the Teamsters - What You Always Wanted to Know But Were Afraid to Ask”*

– **Thomas P. Krukowski, Esquire, Krukowski & Costello**

After a one-year sabbatical from NATERA conferences, our star speaker returns to discuss the latest information about the International Brotherhood of Teamsters. If you have never heard him speak, don’t miss this opportunity. You will learn more about the Teamsters than they will ever admit.

11:30 – 12:15 P.M. *“Real CHALLENGES in the Courtroom”*

– **James H. Hanson, Esquire, Scopelitis, Garvin, Light, Hanson & Feary, P.C.**

– **Robert A. Jones, Esquire, Ogletree Deakins Nash Smoak & Stewart, P.C.**

– **Katherine C. Weber, Esquire, Jackson Lewis**

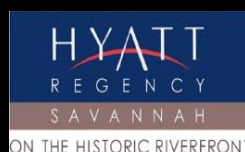
Hear from these experienced litigators, with emphasis on “lessons learned” for class and collective action lawsuits (especially in California), wage-hour, retaliation, and sexual harassment involving team drivers (CRST case). Also, the union and government assault on “independent contractors.”

12:15 – 1:30 P.M. **Lunch - On Your Own - Free Time**

1:30 - 2:00 P.M. *“The Liability CHALLENGES for Today’s Employers and Creative OPPORTUNITIES to Avoid Them”*

– **Dennis A. Davis, Ph.D., Ogletree Deakins (California)**

Our resident professional psychologist, formerly a consultant to local, state and federal



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law enforcement agencies, will present timely and practical tips for how to anticipate, avoid and deal with a host of modern workplace problems, including workplace violence (e.g., physical retaliation, bullying or worse) and aggressive behavior (e.g., road rage), and problems associated with workplace romance.

2:00 - 2:45 P.M.

"FMLA, ADA, GINA and Other Regulatory Concerns for Employers - CHALLENGES and OPPORTUNITIES"

- **Kelly Polk, Director of Associate Relations, Schneider National**
- **Dee Dee Cox, Director of HR Development, Old Dominion Freight Lines**
- **John Finamon, Corporate Employee Relations, UPS**

This panel will discuss how employers are coping with the latest changes to the FMLA and ADA, GINA, and more.

2:45 - 3:15 P.M.

"A Quick Update on Immigration CHALLENGES for Transportation Employers. Is the Arizona Law the Wave of the Future? What You Need to Know to Survive and ICE Investigation"

- **Joycelyn L. Fleming, Esquire, Ford & Harrison LLP**

This immigration expert will discuss the impact of Arizona's immigration law as well as the latest developments transportation employers need to be aware of in this extremely volatile area.

3:15 - 4:00 P.M.

"Foreign CHALLENGES and OPPORTUNITIES: Globalization"

- **Frederick R. von Veh, Q.C., Bennett Jones, LLP**
- **Stephanie Ashton, Senior Manager of Human Resources, FedEx Freight Canada**
- **Carlos Virgen, Human Resources Manager FedEx Freight Mexico**

This panel will discuss the challenges of being a transportation employer to the north and south of the United States.

4:00 - 4:45 P.M.

"The Five Dysfunctions of a Team"

- **Steven H. Newhouse, Managing Director - Human Resources, FedEx National LTL**

This perennial favorite will close out the Seminar by discussing (as always, in a unique and entertaining fashion) how transportation companies can motivate employees to ensure higher performance, productivity, and safety (without a union).

4:45 - 5:00 P.M.

Prize Drawing (supplied by Ogletree Deakins), Recognition and Closing Remarks

- **John V. Jansonius, Akin Gump Strauss Hauer & Feld LLP, NATERA Chairman**

5:00 - 6:00 P.M.

Board of Directors Meeting



RESERVATIONS & REGISTRATION

RESERVATIONS

Please make your reservations directly with the Hyatt Regency Savannah at 1.800.233.1234, or resweb.passkey.com/Resweb.do?mode=welcome_ei_new&eventID=1934915, before September 25, 2010. To obtain the special daily room rate \$199.00, be sure to refer to NATERA's Annual Conference.

REGISTRATION*

NATERA/ATA Member: \$575 on or before September 15, 2010; \$675 after September 15, 2010
 Non-Member: \$775 on or before September 15, 2010; \$875 after September 15, 2010
 Guest/Spouse: \$125

Name: _____ Name for Badge: _____

Title: _____ Phone: _____

Company: _____ Fax: _____

Address: _____

City/State/Zip: _____

E-mail: _____

Guest Name: _____ Name for Badge: _____

Please register me/us as follows:

| Date | Event | No. of Persons | Cost |
|--------------------|---|-------------------|-------|
| | NATERA/ATA Member | _____ \$575/\$675 | _____ |
| | Non-Member | _____ \$775/\$875 | _____ |
| | Guest | _____ \$125 | _____ |
| Sunday, October 25 | Savannah Port Tour | _____ Included | |
| | (list of names attending must be turned into Port Authority no later than October 21) | | |
| | All Names Attending | _____ | _____ |
| | | _____ | _____ |
| | Cocktail Reception | _____ Included | |
| Monday, October 26 | Chairman's Dinner | _____ Included | |

Please make your check payable to NATERA and mail to:
 Herve Aitken, Executive Director
 c/o Marsha Alexandrovich, NATERA
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 Washington, DC 20036
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Note: CLE credits are available under this program. Dress for conference attendance is casual. Guests are invited to all functions.

* Cancellation Policy: Cancellations on or before September 24, 2010 will be refunded in full. Cancellations after September 24, 2010 will not be refunded due to our commitment to Hyatt Regency Savannah.