



Houston Chapter September Program Announcement Wednesday September 10, 2008

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Recession Readyng Your Workforce & Employee Benefit Plans

Effective management of work force performance, costs and liabilities often plays a pivotal role in the ability of businesses and their leaders to successfully redeploy operations to survive business slowdowns or meet other businesses challenges and opportunities. Meanwhile, ineffective planning or implementation of critical human resources and employee benefit operational and compliance responsibilities unnecessarily exposes businesses and their management to substantial liability, distracts management, employees, and investors, and undermines critical operational effectiveness.

Attorney Cynthia Marcotte Stamer will discuss strategies that employers, employee benefit plan fiduciaries and service providers can use to develop and implement a strategy to recession ready their workforce and employee benefit plans in times of business crisis and bankruptcy. She also will share tips for debtors, trustees, creditors committees and others to use to manage operational and legal challenges commonly arising when an employer or employee benefit plan becomes insolvent or files for bankruptcy.

Board certified in labor and employment law by the Texas Board of Legal Specialization and recognized in the International Who's Who of Professionals, Ms. Stamer is a highly regarded legal advisor and consultant, author and speaker, who regularly advises and represents employer and employee benefit clients, writes and, conducts management and other training on a wide range of employee benefit, human resources and internal controls, and other related risk management matters. For more than 20 years, she has worked extensively with businesses domestically and internationally to help businesses manage their people and employee benefit-related risks and performance domestically and internationally. She regularly helps business, employee benefit, and insurance and financial services clients manage employment and employee benefit exposures and compliance concerns arising out of workforce reductions, job restructuring, outsourcing, corporate mergers, acquisitions, sales, bankruptcies, and other significant business and workforce changes. She also advises and represents investors, creditors and creditor committees, debtors, bankruptcy trustees, employee benefit plans and fiduciaries and others in connection with the administration, restructuring and termination of human resources and other services relationships; the administration, amendment or termination or employee benefit, compensation, and fringe benefit programs and practices, outsourcing, litigation or other investigation or enforcement actions by employees, contractors and plan participants, as well as the IRS, Department of Labor or other regulators arising out of staffing or insurance matters and other related concerns.

Ms Stamer is the author of 100s of publications on a host of human resources and related issues, including "Managing The People & Politics In Times of Catastrophe or Change," "Mergers, Acquisitions, & Integration Solving The People Puzzle," "Bankruptcy and Employee Benefit Issues," "Company Executives, Other Business Partners Face ERISA Liability Risks If Bankrupt or Distress Company Mismanages Employee Benefit Plan Responsibilities" and many others. Her writings have appeared in a variety of other publications, including works published by the American Bar Association, Aspen Publishers, the Bureau of National Affairs, SHRM, World At Work, Government Institutes, Inc. and many others. Her insights on human resources and employee benefit matters have appeared in The Wall Street Journal, Bureau of National Affairs and Aspen Publishing publications, the Dallas Morning News, Spencer Publications, Business Insurance, the Dallas and Houston Business Journals and many other publications. She also serves in leadership positions in numerous human resources, corporate compliance, and other professional and civic organizations. For more details about Ms. Stamer's experience and other credentials, contact Ms. Stamer, information about workshops and other training, selected publications and other human resources related information, see CynthiaStamer.com or contact Ms. Stamer via telephone at 972.419.7188 or via e-mail at cstamer@solutionslawyer.net.

DATE: Wednesday, September 10, 2008

PLACE: DoubleTree Guest Suites, 5353 Westheimer

TIME: 11:30-11:45 am Networking/Registration
11:45-12:15 pm Lunch
12:15- 1:30 pm Program

COST: WEB Members: \$30 (pay in advance); \$35 (pay at door)
Non-Members: \$40 (pay in advance); \$45 (pay at door)

CUT-OFF DATE TO REGISTER: Monday, September 8, 2008

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