



**EPSTEIN BECKER GREEN
WICKLIFF & HALL, P.C.**

**2005 HOUSTON BREAKFAST
BRIEFING SCHEDULE**

ANNOUNCEMENT

To: *Clients and Friends*

From: *Epstein Becker Green Wickliff & Hall, P.C.*

Date: *May 4, 2005*

Re: ***HOUSTON LABOR AND EMPLOYMENT
BREAKFAST BRIEFINGS***

RESURGENS PLAZA
945 EAST PACES FERRY ROAD
ATLANTA, GEORGIA 30326
(404) 923-9000

150 NORTH MICHIGAN AVENUE
CHICAGO, ILLINOIS 60601
(312) 499-1400

LINCOLN PLAZA
500 N. AKARD STREET
DALLAS, TEXAS 75201
(214) 397-4300

WELLS FARGO PLAZA
1000 LOUISIANA
HOUSTON, TEXAS 77002
(713) 750-3100

1875 CENTURY PARK EAST
LOS ANGELES, CALIFORNIA 90067
(310) 556-8861

WACHOVIA FINANCIAL CENTER
200 SOUTH BISCAYNE BLVD.
MIAMI, FLORIDA 33131
(305) 982-1520

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NEWARK, NEW JERSEY 07102
(973) 642-1900

250 PARK AVENUE
NEW YORK, NEW YORK 10177
(212) 351-4500

ONE CALIFORNIA STREET
SAN FRANCISCO, CALIFORNIA 94111
(415) 398-3500

ONE LANDMARK SQUARE
STAMFORD, CONNECTICUT 06901
(203) 348-3737

1227 25TH STREET, N.W.
WASHINGTON, D.C. 20037
(202) 861-0900

Epstein Becker Green Wickliff and Hall's Houston office is pleased to announce its 2005 series of monthly breakfast briefings, beginning June 8, 2005. The attached schedule presents topics of current concerns of Human Resources Representatives and in-house labor and employment attorneys.

The briefings will be held at The Plaza Club, One Shell Plaza, 49th Floor, 910 Louisiana Street, at the cross streets of Louisiana and Walker. Parking is located across Louisiana (cornering Louisiana, Lamar, Milam and McKinney). If you get to the Central Parking lot before 8:00 a.m. there is a parking special of \$10. After 8:00 a.m. it is \$16.

A continental breakfast will be provided at 8:00 a.m. Our presentations will begin promptly at 8:30 a.m. and end at 11:30 a.m. All briefings are very interactive with the attendees.

NOTE TO ATTORNEYS: *EBGWH will seek CLE approval for each briefing. The fee for each briefing is \$25.00. Please note that in order to receive full credit for each briefing attended, registrants must be present for the entire session. EBGWH provides assistance to those with financial hardship who wish to attend these briefings. Please submit requests for assistance with an explanation to Martin Wickliff in the Houston office.*



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IMMIGRATION UPDATE
PERM Labor Certification: Problems and Opportunities;
Limitations on Outsourcing and Independent Contractors: the L-1 Reform Act and New
Enforcement Developments;
And
Other Recent Developments in Business Immigration

August 3, 2005 (8:30 am to 11:30 am)

Speakers:

Robert Groban, Jr., Esq.

Elise Healy, Esq.

Jennifer Cooper, Esq.

This program will present a practical approach, based on our experience, toward achieving the greatest success in the most cost-efficient manner under the new PERM regulations. In addition, it will explore the new compliance issues raised in the areas of outsourcing and the use of independent contractors by the L-1 and H-1B Reform Acts and government enforcement in this area.

Under Department of Labor regulations published on March 28, 2005, employers who want to obtain labor certification must navigate the DOL's online PERM system. Planning for PERM filings, and particularly for its more stringent recruitment requirements, and coordinating those requirements with the organization's broader recruitment and hiring cycle, have become critical to winning labor certification. The "mandatory" and the "additional" recruitment steps required for professional positions under the new regulations present both legal/ethical issues and also considerable cost issues. The program will present case studies as examples of what seems to be working under the new regime, and what issues are generating audit letters and denials.

In the broader area of business immigration, the program will update employers on new compliance issues, particularly those raised by the use of independent contractors to perform on-site services of all kinds, from IT consulting to janitorial work. Contractual arrangements for such services must include protections for the employer with regard to immigration compliance by the contractor, as well as the right to verify such compliance. Make sure you know what your organization needs to do, to protect itself in this important area.

Finally, the program will address recent developments in this rapidly changing area of law. For example, the limited number of H-1B visas available under the annual quota, despite the exemptions, continues to present both short- and long-term problems for employers. This is particularly so when considered together with the shortage of permanent visas for India- and China-born professionals, and the potential shortage for all nationalities. The program will clarify these issues and offer some practical solutions.

EPSTEIN BECKER GREEN WICKLIFF & HALL, P.C.

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**HOUSTON 2005 BREAKFAST BRIEFINGS
THE PLAZA CLUB
ONE SHELL PLAZA, 49TH FLOOR
910 LOUISIANA
8:30 A.M. TO 11:30 A.M.**

Please check one or more briefings you wish to attend. There is a \$25.00 registration fee for each briefing.

- June 8, 2005 – Employee Benefits and Executive Compensation
- July 13, 2005 – California Labor/Employment Laws for Texas Employers
- August 3, 2005 – Immigration: Basics and the Latest Issues
- September 21, 2005 – Updating and Revising Employee Handbooks Including Employee Benefits
- October 5, 2005 – Fair Labor Standards Act: How to Avoid Wage & Hour Claims
- November 2, 2005 – Sarbanes Oxley and Retaliation Issues
- December 7, 2005 – Investigations: How to Correctly Handle Them

CONFERENCE REGISTRATION FORM

Please PRINT or TYPE the information below exactly as you wish it to appear on the registration list.

NAME: _____ E-MAIL: _____

COMPANY: _____ TITLE: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

PHONE: _____ FAX: _____

CLE CREDIT INFORMATION (Applications Pending) Texas state bar number: _____

SEND THIS COMPLETED FORM WITH THE CONFERENCE REGISTRATION FEE(S) TO:

EPSTEIN BECKER GREEN WICKLIFF & HALL, P.C.:
c/o Barbara Hawkins Telephone (713) 750-3112
Wells Fargo Plaza, Suite 5400 Facsimile (713) 750-3101
1000 Louisiana Street Email bhawkins@ebglaw.com
Houston, TX 77002 **EBGW&H TAX ID# 76-0437325**

The Plaza Club, where the client breakfast briefings will all be held, is located in One Shell Plaza at 910 Louisiana, 49th Floor, Houston, Texas 77002. The Plaza Club's telephone number is 713-225-3257.