

Corporate Breakfast:

# Age Discrimination & U.S. Law: What Japanese Firms Need to Know

Date: Wednesday, April 18, 2007

Time: 8 – 10 AM

Japan's aging population has garnered much attention in the press recently. The United States, too, faces a similar workforce graying with more than half, some 73 million workers, over the age of 40. This demographic trend portends an explosion in age bias suits in the U.S. In 2005, the Equal Employment Opportunity Commission received 16,500 age discrimination charges, leading to \$78 million in associated settlements. Additionally, the Supreme Court's 2005 ruling permitting the use of "disparate impact" theory in age bias cases raises the specter of employers facing suits for unintentional age discrimination. This seminar will provide a legal framework for discussing age bias claims, including the unique challenges faced by U.S.-based Japanese companies managing soon-to-retire locally hired workers, legal issues surrounding the compensation and assignment of older rotating staff and best practices for preventing and defending against Age Discrimination in Employment Act/Older Workers Benefit Protection Act claims.

**Agenda:**

8-8:30 am	Registration & breakfast buffet
8:30 – 10	Panel discussion and Q&A

**SPEAKERS:****Michael McKenna**Senior Consultant, Japan  
Intercultural Consulting**William Milani**Member of the Firm, Epstein Becker  
& Green, P.C.**Debra Raskin**Partner, Vladeck, Waldman, Elias  
and Englehard, P.C.**MODERATOR:****Michael Levine**Member of the Firm, Epstein Becker  
& Green, P.C.

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**Admission:** This is a free event open to the public and seating is available on a first come, first served basis. All registrations and cancellations must be made at least 48 hours prior to the event. Substitutions are welcome.

*To register for this event or for additional information, please contact Tomoko Okuno at 212-715-1247 or at [register@japansociety.org](mailto:register@japansociety.org).*