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January 9, 2006

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Re: February 7-8, 2006 Employment Law/HR Skills Seminar

Dear NRMCA Members:

Your association is sponsoring an upcoming seminar in Phoenix, Arizona, focused on human resource and employment law issues. Enclosed is sign up information and details about the seminar.

We are writing you to encourage attendance, and to provide information about one of the firm's attorneys, Jathan Janove, who is leading the workshop.

Jathan is an excellent trainer and presenter. His recently published book, *Managing to Stay Out of Court: How to Avoid the 8 Deadly Sins of Mismanagement* has been recommended by Richard Drezen of *The Washington Post* as "an extraordinarily useful book that will benefit managers and workers. Strongly recommended..." As additional background, enclosed is an announcement regarding Jathan's joining the firm and Jathan's bio.

As you consider whether to attend, or to have someone from your organization attend, please note the following points:

- Jathan's latest management training tool, the "Star Profile," will be taught and used in the workshop. It is a centralizing tool for the supervisor/employee relationship, covering all aspects from recruiting to hiring, orientation, performance evaluation, discipline, employee growth and alignment with company goals and values.
- Jathan will cover the Eight Deadly Sins of Mismanagement, how they lead employers to the legal system, and how to avoid them. He will also do a program on: "The Lessons of the Employment Litigation Post-Mortem."

Richard J. Alli, Jr.  
Daniel R. Barnhart\*  
Francis T. Barnwell  
Kenneth E. Bemis  
Akin Blitz\*  
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Lester V. Smith  
David M. Thompson  
David H. Wilson  
Maryann Yelnosky\*

Jim D. Korshoj - Retired

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Also admitted in:

• California      ❖ Admitted only in Utah,  
\* Washington      Idaho, New York and  
‡ Illinois          Wyoming  
† Texas

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- The NRMCA program will be kept small in order to encourage interaction and networking among the members and will appeal to HR professionals, managers, and executives.
- Jathan is a highly rated national speaker, including presenting at the SHRM Annual Conference last June in San Diego where he received a rating from conference attendees of over 3.7 on a 4.0 scale and has been invited to speak at next year's Annual Conference in Washington, D.C.
- Jathan will accept e-mail questions for any specific subjects attendees would like addressed during the two-day program.

If you need additional information or have questions, do not hesitate to call NRMCA's Director of Education, Eileen Dickson, at 240-485-1164. She will be happy to assist you.

Sincerely,



Francis T. Barnwell

FTB/bss  
Enclosures