

Wells Fargo Insurance Services

Please join us for a complimentary virtual event

Curbing FMLA Abuse

Thursday, June 7, 2012

1:00 p.m. Eastern | 12:00 p.m. Central | 11:00 a.m. Mountain | 10:00 a.m. Pacific

Length: 60 minutes

Presented by

Angela A. Ripper, Assistant Vice President and Senior Counsel, Unum Group

This virtual event, presented by Unum, is intended to help employers understand and recognize Family Medical Leave Act (FMLA) abuse. It will provide tools for preventing or curbing FMLA abuse while remaining compliant with the FMLA. The presentation will also provide participants with an understanding of the top ten mistakes employers make which allow for FMLA abuse.

This virtual event will be recorded for future playback. To participate in either the live or recorded version, registration is required. Please choose from one or both of the links below:

[Register for the live event](#)

The registration deadline is 11:00 a.m. Eastern on 6/7/12

[Register for the recorded event*](#)

The registration deadline is 9:00 a.m. Eastern on 6/8/12

The presenter's biography and some important notes are available on page two.

*Recertification credit is available for the recorded event; attendees must sign in with their full name and email address. Please request a certificate of completion after viewing by contacting virtualevents@wellsfargo.com.

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This program has been approved for one (1.0) general recertification credit hour toward PHR, SPHR, and GPHR designations through the HR Certification Institute.



The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

To be awarded recertification credit for the live event, participants must follow these rules:

- Attendees must register with their complete and accurate contact information.
- Attendees must clearly *state and spell* their first and last names when joining by telephone.
- Attendees must join the program by computer with their complete and accurate contact information. When prompted upon connecting to the meeting, please include the names of any additional attendees joining at the same workstation if they are also requesting credit.
- Participants must stay on the phone line and in the Live Meeting room for the entire session.

Together we'll go far



About the presenter



Angela A. Ripper

Assistant Vice President and Senior Counsel
Unum Group

Ms. Ripper has worked for Unum Group for sixteen years. In 2000, she helped start the Leave Management Center, a unit within Unum Group that administers Family and Medical Leave Act (FMLA) and state leave laws for employers/customers. She continues to provide legal support for the Leave Management Center and has done so since its inception. Ms. Ripper speaks at seminars nationally on FMLA and has been featured by the Disability Management Employer Coalition (DMEC) with a representative from the Department of Labor to speak on FMLA.

Ms. Ripper advises human resources managers on decisions ranging from initial hires to disciplinary actions to termination. She also advises on reductions in force, reviews contracts, and advises the Leave Management Center. She also negotiates contracts for service for the Leave Management Center.

Ms. Ripper received her BA from the University of North Carolina at Chapel Hill in 1986 and her JD from the University Of Tennessee College Of Law in 1989. She is a member of the American Bar Association and the Chattanooga Bar Association. Ms. Ripper is on the National Advisory Board of In-house Counsel for M. Lee Smith Publishers. Ms Ripper serves on the Finance Board for St. Jude Catholic Church. She is the past Chairperson of the school board for St. Jude Catholic School and serves on the school board for Notre Dame High School.

Important Notes

After registering for the live event, you should quickly receive an invitation from Wells Fargo Insurance Services Virtual Events via invitations@livemeeting.com. Once you accept the invitation, meeting access details will appear in your electronic calendar. If you do not receive the confirmation, please check your junk mail or spam folder, or contact your IT department to ensure emails pass through in the future, and notify your Wells Fargo representative of the situation. Your registration is not confirmed until you click the "Register" button at the end of the on-line form.

Participants will need a computer with internet access, the Microsoft Live Meeting client , and a telephone line to participate in the live event. For the replay, an internet connection, speakers and Windows Media Player are required.

For more information regarding this and other events, please contact your local Wells Fargo representative or email VirtualEvents@wellsfargo.com.

Notice: Microsoft Office Live Meeting will be used to record this meeting. By participating in this event, you agree that your communications may be monitored or recorded during the meeting.