



## Strategic Legal Thinking Seminars for Nonprofit Executives



### Best Practices in Compensating Your Employees:

How to comply with IRS and employment law requirements  
and have a competitive compensation structure

**March 23, 2010**

**Location:**

**DLA Piper LLP (US)**

**1251 Avenue of the Americas, 27th Floor, New York, NY 10020**

**with videoconference sites at:**

**Atlanta, Austin, Baltimore, Boston, Chicago,  
Dallas, East Palo Alto, Houston, Los Angeles,  
Philadelphia, Reston, VA, San Diego, San Francisco,  
Tampa, & Washington, D.C.**

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## Compensating Your Employees: How to Get it Right March 23, 2010

Federal and state regulators, the media and watchdog groups are putting greater emphasis on nonprofit compensation. From the Form 990 to its audit guidelines, the IRS has stepped up its oversight of nonprofit compensation and made it clear that nonprofits need to fully comply with the IRS rules for compensating employees. This seminar's first session will discuss the IRS rules for setting executive compensation and how to avoid common pitfalls for expense reimbursement and other payments that may not meet IRS requirements for non-taxable benefits. The next session will discuss the employment law framework for pay equity, performance evaluations and how to minimize the risk of discrimination claims when setting compensation. In the final session, a leading compensation consulting firm will discuss how your organization can design a compensation structure and benefits program that will help attract and retain good employees—even in tough economic times.

This course is designed for board members, executive directors, human resource professionals, CFOs and finance directors.

**Moderator:** **Elizabeth Guggenheimer**, Deputy Executive Director, Lawyers Alliance for New York

**Speakers:** **Shane Hamilton**, Member, Miller & Chevalier Chartered  
**Michael Lloyd**, Member, Miller & Chevalier Chartered  
**Judith Moldover**, Senior Staff Attorney, Lawyers Alliance for New York

**James Rocco**, Principal Consultant, James E. Rocco Associates

**Larry F. Beers**, Lead Consultant, James E. Rocco Associates

### **Program (all times are Eastern Time)**

- 10:30 AM Coffee and Registration
- 10:50 AM Welcome and Opening Remarks
- 11:00 AM The IRS Framework: Avoiding Excess Compensation and other Tax Problems
- 12:15 PM The Employment Law Framework: Pay Equity and Performance Evaluation—Consider the Fair Employment Laws
- 12:35 PM Question and Answers
- 12:50PM Lunch
- 1:20 PM The Practical Perspective: Developing a Compensation Program for Your Employees
- 3:00 PM Questions and Answers
- 3:30 PM Adjournment

**SAVE THE DATE:** The next Strategic Legal Thinking Seminar for Nonprofit Executives will be Monday, May 24th. The topic will be: Trademarks, Service-marks, Copyrights and the Internet – What a Nonprofit Needs to Know.

# CONFERENCE LOCATION & REGISTRATION INFORMATION\*

## **Atlanta at:**

DLA Piper LLP (US)  
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## **New York City at:**

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If you are registering for a location outside NYC and have any questions, please contact:

Naomi Miali, Tel No: 312-984-5372 or email:  
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\* When registering, please include your name and the name and address of your organization

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