

# Perspective

PROGRESS REPORT *Volume XVII, Issue I*



**Ruder ♦ Ware**  
BUSINESS ATTORNEYS FOR BUSINESS SUCCESS®

# President's Message

July 2007

We are in the midst of exciting times at Ruder Ware, and I am pleased to announce a number of positive outcomes and directions taking place at the Firm. First and foremost is the significant progress and positive results occasioned by our merger in 2005. The integration of our services and extension of our expertise has enabled the Firm to increase its effectiveness as advisors and service providers. Many of the achievements highlighted within this issue of *Perspective* are a result of blended client service teams, and they serve as an example of our new and improved capabilities resulting from our merger.

As many of you are aware, we recently moved our Wausau office, formerly located at 500 Third Street, to The Dudley Tower at 500 First Street. Working closely with the building architect, interior designer, electronics technicians, and our contractor, we have created a 29,000 square foot space covering two and one-half floors that will allow us to work more efficiently and continue in the 21st century to provide the solid service you have come to expect and experience over the past 87 years.

Finally, Ruder Ware continues to grow. We have added two new associates in the last year, Terri M. Smith to our Wausau office and Shawn C.E. Rauckman to our Eau Claire office. These new additions, combined with our existing experienced professionals located in convenient, efficient facilities supported by the latest technology and a dedicated staff, provide us with the platform on which to support and contribute to the success of our clients.

## about Lon Roberts – president



Lon Roberts concentrates his practice on Business Counseling, Commercial Law, Financial Institutions, Mergers & Acquisitions, and Real Estate.

Contact Lon: [lroberts@ruderware.com](mailto:lroberts@ruderware.com)

# The Creation of Integrity First Bank

In 2004, several members of the Wausau-area banking community saw an emerging environment where large regional and national financial institutions were swallowing up smaller banks. While these acquisitions, and the economies of scale that came along with them made some sense financially, the individuals saw an opportunity in the Wausau-area market for a locally owned community bank committed to local decision-making for its business and retail customers.



**INTEGRITY FIRST BANK**  
EARNING YOUR BUSINESS

With that, the idea for Integrity First Bank was put into motion, and the organizing group approached Ruder Ware to provide assistance with the wide variety of legal requirements that go along with creating a new financial institution, including:

- Chartering a *de novo* Wisconsin state bank
- Forming a one-bank holding company to simplify corporate governance and help facilitate future growth
- Raising in excess of \$10 million in startup capital while complying with both state and federal securities laws
- Obtaining necessary regulatory approvals from the Wisconsin Department of Institutions, the Federal Deposit Insurance Corporation, and the Federal Reserve Board of Governors
- Acquiring the real estate where the new bank would be located

On December 12, 2005, Integrity First Bank opened for business at 101 Grand Avenue in Wausau.

In the approximately 18 months since first opening for business, Integrity First Bank has grown to hold nearly \$70 million in assets. Ruder Ware continues to assist the bank with its corporate governance, securities, real estate, commercial lending, and employment and employee benefits issues. ♦

## about Matt Rowe – attorney

Matt Rowe is Chair of the Firm's Business Transactions Group. He concentrates his practice on Securities, Business Counseling, Financial Institutions, Mergers & Acquisitions, and Real Estate.



Contact Matt: [mrowe@rudeware.com](mailto:mrowe@rudeware.com)



## Recent Achievements

- Assisted a real estate development company with the refinancing of a large credit facility secured by retail property in a transaction that included Delaware special-purpose entity formation and qualification, ownership restructuring, title and survey issue resolution, and issuance of formal legal opinions.
- Assisted a large, publicly traded manufacturing company with completing a series of corporate restructuring transactions to meet administrative and tax saving objectives, resulting in expected tax benefits of approximately \$10 million due to the ability to utilize previously reserved state-operating losses.
- Completed the sale of an Eau Claire-based engineering company to a publicly traded company headquartered in Canada.
- Represented a major restaurant chain franchisee in the acquisition, financing, and sale and lease back of six additional franchised restaurants through a multi-million dollar transaction.
- Assisted a real estate development client in the purchase of 25 properties throughout the country which are leased to a national drugstore chain, with each property being acquired using the proceeds of tax-deferred exchanges.

# Benefits of Trademark Registration

Ruder Ware often receives calls from clients interested in understanding the benefits of trademark registration. Of course, businesses are always interested in securing protection for their company's brands. Ruder Ware provides its clients with assistance in the clearance, registration, and enforcement of their trademarks. In many cases, this includes the registration of their trademarks with the U.S. Trademark Office. This article abstract explores a few of the benefits of federal trademark registration.

## Constructive Notice of Nationwide Rights

Registration of a mark generally provides constructive notice to third parties in all 50 states, meaning that no subsequent user can adopt a confusingly similar mark in good faith. Normally, unregistered marks are protected only in the geographic areas in which they are actually used by the owner. Federal registration can protect a party's rights in a mark on a nationwide basis, even if that party has not yet made sales in all 50 states.

## Use of the "®" Registration Notice

A registered mark permits the owner to use the "®" registration notice with respect to the mark. Use of this notice signals to other parties the legal rights the owner has in the registered mark.

## Incontestability

A registered mark can become incontestable, meaning that registration is insulated from attacks by third parties. ❖

 The full text of this article is available at [www.ruderware.com](http://www.ruderware.com).

### about Steve Lipowski – attorney

Steve Lipowski is a member of the Firm's Business Transactions Group. He concentrates his practice on Business Counseling, Commercial Law, Intellectual Property, Mergers & Acquisitions, and Real Estate.

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# Take Steps to Retain Copyright

Businesses often outsource projects that involve copyrightable materials, such as the design of the company Web site and collateral materials, or the drafting of an employee handbook or user manual. Frequently, the business and the independent contractor will enter into an agreement to complete the project without considering or addressing the ownership of the copyright to such materials. Copyright ownership of these works is critical, since the copyright owner retains exclusive rights to reproduce, distribute, or sell the work, or to create derivative works (such as future upgraded, modified, or expanded versions).

In order to retain the copyright to these types of works and avoid the general rule of copyright ownership, which simply states that the author of the work is the owner of the work, businesses hiring independent contractors must include the following in their written agreement: (1) a clause that specifically identifies the work as a "work for hire" under the Copyright Act, and (2) a clause assigning the copyright to the work to the business. Taking these steps is particularly important when the work involves software or other materials that fall outside of the "work for hire" doctrine. If the agreement does not contain these clauses, the independent contractor, not the business, will own the copyright to the work. ❖

### about Derek Prestin – attorney

Derek Prestin is a member of the Firm's Business Transactions Group. He concentrates his practice on Intellectual Property, Business Counseling, and Real Estate.

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 The full text of this article is available at [www.ruderware.com](http://www.ruderware.com).

# Unionized Industry Conducive to Negotiations

In 2004, Corenso North America, a wholly owned subsidiary of Corenso United, selected Attorney Ron Rutlin to represent them in negotiations to create new labor agreements with five unions representing employees working for Corenso. At the time, the employees were being leased from Stora Enso North America (SENA) and were covered under labor agreements between SENNA and five separate labor unions. Attorney Rutlin commented, "This is one of the most complicated and satisfying projects that I've been involved with in the 33 years I've practiced law. It is a textbook example of management and labor working together to achieve a common goal."

Corenso had concluded that it could not operate profitably under the current arrangement. They had three choices: close the plant, move the plant, or terminate its lease with SENNA and hire the existing employees under new labor agreements. They chose to attempt the third option. Several months of intense negotiations resulted in new labor agreements with all five unions, resulting in Corenso hiring most of the employees it had previously leased from SENNA. The agreements contained significant reductions in wages and fringe benefits, but included a profit-sharing plan under which all employees would share equally in the event that the company became profitable. This saved 180 jobs for the Wisconsin Rapids community and established a work environment where management and employees work together to increase efficiency, increase sales, and invest in the long-term health of the company. This resulted in significant bonuses issued from 2004 to 2006 to every employee in the company.

"We hired Ruder Ware to lead us through negotiations with all of our labor unions. This task was accomplished amicably which has led to a mutually beneficial relationship between our company and its unions. Our industry is highly unionized and Ruder Ware played a large role in the building of that reciprocal relationship," states Tom Janke, Corenso's president.

The success continues with recent agreements reached to extend the existing labor agreements. With the extension of the labor agreements, Corenso's parent company, Stora Enso, approved a \$35 million dollar capital expenditure to rebuild an existing paper machine previously owned by SENNA. When the paper machine project is complete, Corenso will have one of the largest paper machines producing coreboard in North America. ♦

## about Ron Rutlin – attorney

Ron Rutlin is Chair of the Firm's Employment, Labor & Benefits Group. He concentrates his practice on Management, Labor and Employment Law.

Contact Ron: [rrutlin@ruderware.com](mailto:rrutlin@ruderware.com)



## Recent Achievements

- Participated in the production of an instructional video with a major insurance company regarding strategies for avoiding employment-related litigation in regards to sexual harassment.
- Successfully represented a municipality in developing a Tax Incremental Finance District, a development agreement, and a contested case hearing involving the DNR before the Department of Hearings and Appeals.
- Negotiated the resolution of several noncompete matters with positive outcomes for clients enforcing restrictive covenants.
- Resolved a discrimination matter for a nationwide client, avoiding federal investigation of claims and bringing the matter to a quick, confidential settlement.
- Represented a corporation, its shareholders, and its related entities in a withdrawal liability assessment by a multiemployer pension plan, and successfully negotiated a reduced assessment and release of the shareholders from personal liability.
- Created a new Federal Contractor Compliance practice area that offers employers who are federal contractors a broad range of services including drafting affirmative action plans, complying with EEO and OFCCP regulations, and defending OFCCP audits.
- Successfully represented a client in federal court litigation, prevailing on a motion for summary judgment dismissing the plaintiff's due process claims.



## Recent Achievements

- Won a verdict in a six-day jury trial that completely exonerated an international equipment manufacturer from claims that its equipment was defectively designed.
- Successfully negotiated with the Wisconsin Department of Natural Resources to secure wetland rights for a client and approval of construction design plans.
- Won a judgment for a manufacturing client from a non-paying customer and proceeded to collect nearly \$2 million on the judgment.
- Successfully negotiated ownership rights in a closely held corporation by restoring the majority owners to a position of control and negotiating the successful buyout of minority members.
- Won a federal court judgment on the amounts due under a stock purchase agreement and successfully defended a procedural attack on the judgment in the Federal Court of Appeals.
- Pursued collection from an out-of-state debtor for a Wisconsin manufacturing company resulting in a speedy, cost-effective resolution that will result in full collection of debt and additional future business opportunities for client.
- Negotiated extension of fire loss coverage for a school district resulting in several hundred thousand dollars of additional coverage for a fire loss claim.

## Playing Above the “RIM:”

A seven-step preventative game plan to evaluate and update retention programs under the new federal e-discovery rules

Recent amendments to the Federal Rules of Civil Procedure significantly changed the rules of the game for electronic discovery (“e-discovery”). These significant changes have prompted many businesses, large and small alike, to evaluate and update their records and information management (“RIM”) programs. In a predominantly electronic environment where federal courts have given clear guidance about what is discoverable, your business needs an effective, efficient, and defensible RIM program, one including the proper creation, management, and disposition of all records — in all media types — and at all business locations.

Indeed, courts have already subjected noncompliant parties to harsh sanctions for violating e-discovery demands. For example, in 2005, Morgan Stanley and their attorneys, Kirkland & Ellis, lost a \$1.4 billion verdict in large part due to the mishandling of backup tapes of electronic documents. Although this verdict was later overturned on appeal, it demonstrates the magnitude of the exposure that companies can face for noncompliance. Under the revised rules, the possibility of sanctions for e-discovery violations seems even more likely.

Evaluating and updating a RIM program can help your business eliminate the risk of discovery sanctions (avoiding great harm to your case) and decrease the potential for time-consuming litigation discovery demands (preventing disruption of your business operations). Achieving a fully compliant RIM program typically includes seven steps.

**Step 1:** Obtain Executive Level Support

**Step 2:** Assemble the RIM Program Team to Conduct a Preliminary Analysis

**Step 3:** Determine Your Business’s Current RIM Status

**Step 4:** Determine Your RIM Program’s Objectives

**Step 5:** Develop and Implement a Work Plan

**Step 6:** Train Personnel

**Step 7:** Undertake Annual Audits and Continuously Improve the RIM Program

Keep in mind that there is no “one size fits all” approach to evaluating and updating RIM programs. Ruder Ware can guide your business through each of these seven preventive steps to ensure that your program complies with the new federal e-discovery rules. ♦

📄 The full text of this article is available at [www.ruderware.com](http://www.ruderware.com).

about Paul LaPlant— attorney



Paul LaPlant is a member of the Firm’s Business Transactions Group. He concentrates his practice on Business Counseling, Commercial Law, Mergers & Acquisitions, and Real Estate.

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# Guard Against Identity Theft After Death

We routinely advise family members on legal and tax issues associated with settling an estate or administering a trust after a loved one dies. An article in the *American Association of Retired Persons* March 2007 bulletin entitled "Grave Robbery" suggests that family members also need to take precautions against unscrupulous persons who seek to steal the deceased person's identity.

Identity thieves can obtain the name, address, and birth date of a deceased person from an obituary. Then, for as little as \$15, they can purchase — on the Internet — the decedent's Social Security number and even credit history. This information can then be sold, with a fake driver's license or ID, for up to \$600 to bad credit risks or people with other dishonest motives. The latter can then make large consumer purchases (such as an automobile) and open credit accounts in the decedent's name.

If the obituary contains the decedent's address, consider asking a friend or neighbor to watch the decedent's house while the family is at the funeral. If the obituary also contains the decedent's date of birth, consider taking these additional precautions:

- All credit cards and charge accounts should be cancelled as soon as possible after a death.
- The State Motor Vehicle Department should be asked to cancel the decedent's driver's license and refuse any requests for duplicates. This can usually be done before appointment of a personal representative or administrator.
- Once death certificates have been obtained, copies should be sent to Equifax, Experian, and TransUnion, the three major credit reporting agencies.
- Once the probate court has issued domiciliary letters authorizing the personal representative to act, free credit reports can be obtained from Equifax, Experian, or TransUnion at [www.annualcreditreport.com](http://www.annualcreditreport.com) (Web site run by the three national credit agencies) to be sure that there has been no post-death activity.

Before the personal representative pays any bills for charges that appear to have been incurred as a result of identity theft, the personal representative should consult with the decedent's close family members. ♦

## about Mark Bradley – attorney

Mark Bradley is Chair of the Firm's Trusts, Estates & Family Business Planning Group. He concentrates his practice on Tax and Estate Planning, Trust Administration, and Fiduciary Services.

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## Recent Achievements

- A client mistakenly designated a trust as beneficiary of his IRA. The Firm learned of the mistake when the client died. His wife died 14 months later which compounded the problem. Thanks to the excellent and thorough research done by Ruder Ware tax attorneys, the Firm succeeded in getting the IRS to approve the husband's and the wife's estate returns with no adjustments.
- The Firm advised a multi-generation family in establishing a Family Council for their closely held business. The Family Council consists of shareholders who are not active employees in the business. Shareholders who are active in the business meet annually with the Family Council to keep its members informed about the direction and financial strength of the company.
- Parents are increasingly concerned about how to leave an inheritance to their children that will not be subject to division at divorce or to the claims of a child's creditors. Many parents also see the advantage of providing a regular stream of income to improve their children's standard of living rather than leaving them a lump sum of assets. Our trust attorneys have developed flexible trust provisions that allow clients to accomplish all three goals.



# Ruder Ware's Constructive Input Instrumental for Ethanol Plants

## Recent Achievements

- When a Firm client died unexpectedly, Ruder Ware administered the trust that had been created for his second wife. In addition to relieving the surviving wife of the burdens of handling investments, paying bills, and managing two residences, the Firm developed a financial plan that has given her peace of mind regarding her long-term financial security. The Firm's professional management of the trust also assured the client's children from his first marriage that their inheritance is protected even if their stepmother were to remarry.
- A Firm client wished to organize her investment portfolio by consolidating her various investments into one account. Ruder Ware worked cooperatively with brokerage firms in addition to independently researching tax-basis issues in order to save taxes upon sale.
- When a family patriarch tired of overseeing scores of trusts for his extended family, he enlisted the trustee services of Ruder Ware. With a Ruder Ware attorney named as co-trustee, the family patriarch was able to enjoy his family again without the weight of trustee responsibilities, and the family was pleased with the professional management and reporting provided by Ruder Ware.
- Ruder Ware was instrumental in granting freedom to a client whose wife had been admitted to an assisted-living facility. The husband was torn between spending time with his wife and the new responsibilities of managing the household. Ruder Ware took over the bill paying and asset management so the husband could dedicate his time to his wife.

Agra Industries, Inc. of Merrill, Wisconsin has become a major player in the construction of corn-based ethanol plants throughout the Midwest. As chair of the Fiduciary Services Group, Dan Rugar is well-versed in managing and protecting assets for clients. In the case of Agra, Dan assisted with the company's marked growth, providing counsel and assistance in the negotiation and placement of countless construction contracts and subcontracts. Known industrywide for its innovative problem-solving approach, Agra has traditionally served the agricultural market providing seed, feed, grain, milling, and fertilizer industries with a single source for their facility and in-plant equipment needs.

Pat Hinner, president of Agra, foresaw the growth opportunity of the ethanol market. A recently released report by the Renewable Fuels Association validates that instinct. Ethanol



production within the U.S. has increased 300% since 2000. Statistics aimed at the construction of ethanol facilities provide a healthy industry outlook as well. 2006 closed with just under 75 biorefineries under construction, in addition to the expansion of eight additional facilities. Ethanol production is expected to grow to 6 billion gallons of new production capacity by 2009.

A true innovator in the industry, Agra's plants often produce 10 – 25% in excess of contracted capacity. Following the national trend, Agra is also in a growth mode with three facilities in varying stages of construction and several others in negotiation.

The risks involved in constructing the facilities and fabricating the equipment are enormous. Through the contracting process, Ruder Ware has worked with Agra to limit those risks to acceptable levels. In the construction of an ethanol facility, Agra acts as the general contractor teaming with a technology provider to build a turnkey, operating ethanol plant. In addition, Agra fabricates much of the equipment in-house with its subsidiary, Merrill Fab, Inc.

When Agra first entered the market, plant owners were local farmer cooperatives utilizing local financing. As the industry matured, owners became publicly traded companies utilizing Wall Street financing. Often, Agra has to be flexible in the contracting process to meet the demands of the banks and investors in order to procure full financing on behalf of the owner. Pat states "These deals happen quickly. Dan's consistently proven to us that he's available and responsive; as a result we haven't missed a deadline. His understanding of our industry and our company is a true asset to our team." ❖

about Dan Rugar – attorney



Dan Rugar is Chair of the Firm's Fiduciary Services Group. He concentrates his practice on Estate Planning, Trust Administration, and Family Business and Succession Planning.

Contact Dan: [drugar@ruderware.com](mailto:drugar@ruderware.com)



Matt Rowe

## Matt Rowe

Matt Rowe, Chair of the Firm's Business Transactions Group, was recently elected to the board of directors. In the ten years that Matt has been with the Firm, he's tailored his practice to include Securities, Business Counseling, Financial Institutions, Mergers & Acquisitions, and Real Estate.

Matt is a cum laude graduate of the University of Minnesota Law School where he was a managing editor of the *Minnesota Law Review*. Matt is actively involved in the community having served on the board of directors for a number of non-profit organizations.



Terri Smith

## Terri Smith

Terri M. Smith joined Ruder Ware's Business Transactions Group in April 2007. Previously in-house counsel for a large South Dakota-based insurance company, Terri is a magna cum laude graduate of Michigan State University College

of Law. Terri will advise the Firm's clients on a wide variety of business transactions, including the formation of business entities and the negotiation of contracts documenting real estate and other sale and acquisition transactions. In addition, she will assist our clients in addressing executive compensation, employee benefits, and securities issues.

and discharge, discrimination, drafting of handbooks, contract negotiations, arbitration, and all other aspects of state and federal labor and employment law. In addition, he will represent our business and municipal clients before state agencies, and in state and federal trial and appellate courts, on employment and labor-related issues.

## Shawn Rauckman

Shawn C.E. Rauckman joined Ruder Ware's Employment, Labor & Benefits Group in May 2007. Previously a litigation associate for a respected Minneapolis, Minnesota firm, Shawn is licensed to



Shawn Rauckman

practice in both Wisconsin and Minnesota and will be practicing in the Firm's Eau Claire office. A cum laude graduate of the University of Minnesota Law School, Shawn also holds a B.B.A. from the University of Wisconsin - Eau Claire. Shawn will advise the Firm's clients on labor and employment law-related issues including employee discipline

AUGUST

**August 29, 2007**

Topics: Local Officials Code of Ethics & Discrimination Law  
 Impacting Local Government Employees  
 Presenters: Attorneys Dean R. Dietrich and Sara J. Ackermann  
 Time: 5:30 PM – 9:00 PM  
 Location: Stoney Creek Inn, 1100 Imperial Avenue, Mosinee, WI  
 Cost: Complimentary

**September 12, 2007**

Topic: Playing Above the "RIM:"  
 Preventative Tips on Records and Information Management  
 Presenters: Attorneys Cari Logemann and Paul LaPlant  
 Time: 7:30 AM – 9:30 AM  
 Location: Dudley Tower, 500 First Street, Wausau, WI 54403 (*seating is limited*)  
 Cost: Complimentary

**September 13, 2007**

Topic: Employee Terminations & Reductions in Force – How to Avoid Liability  
 Presenters: Attorney Shawn Rauckman  
 Time: 7:30 AM – 9:30 AM  
 Location: Eau Claire Golf & Country Club, 828 Clubview Lane, Altoona, WI  
 Cost: Complimentary

**September 20, 2007**

Topic: An Evening of Fashion & the Future  
 Presenters: Nicole Chickering of "Nicole's" & Attorney Melissa Kampmann  
 Time: 5:30 PM – 8:00 PM  
 Location: Wausau Country Club, 208 Country Club Road, Schofield, WI  
 Cost: Complimentary

**September 20, 2007**

Topic: Employee Terminations & Reductions in Force – How to Avoid Liability  
 Presenter: Employment, Labor & Benefits Group  
 Time: 7:30 AM – 9:30 AM  
 Location: Wausau Country Club, 208 Country Club Road, Schofield, WI  
 Cost: Complimentary

**September 26, 2007**

Topic: Playing Above the "RIM:"  
 Preventative Tips on Records and Information Management  
 Presenters: Attorneys Steven Anderson and Paul LaPlant  
 Time: 7:30 AM – 9:30 AM  
 Location: Eau Claire Golf & Country Club, 828 Clubview Lane, Altoona, WI  
 Cost: Complimentary

SEPTEMBER

OCTOBER

**October 29, 2007**

Topics: Public Records Law & Employee Discipline in the Public Sector  
 Presenters: Attorneys Christopher Toner and Jeffrey Jones  
 Time: 5:30 PM – 9:00 PM  
 Location: Stoney Creek Inn, 1100 Imperial Avenue, Mosinee, WI  
 Cost: Complimentary

**November 2, 2007**

Topics: Annual Employment, Labor & Benefits Law Conference  
 Presenters: Employment, Labor & Benefits Group  
 Time: 8:00 AM – 3:00 PM  
 Location: Stoney Creek Inn, 1100 Imperial Avenue, Mosinee, WI  
 Cost: \$100 for Non-CWSHRM members; \$85 for CWSHRM members

**November 9, 2007**

Topics: Annual Employment, Labor & Benefits Law Conference  
 Presenters: Employment, Labor & Benefits Group  
 Time: 8:00 AM – 3:00 PM  
 Location: Holiday Inn, 2703 Craig Road, Eau Claire, WI  
 Cost: \$100 for Non-CVSHRM members; \$85 for CVSHRM members

NOVEMBER

Details on Ruder Ware Seminars

- Unless otherwise noted, seminars are provided complimentary.
- Seminar materials are included with each presentation.
- Registration deadline is seven calendar days prior to the date of each seminar. Unless otherwise noted, seating is not limited.

Registration Details

Please register by contacting Shannon Nest (Include the following details: Name, Business, Address, Phone, e-mail, and which seminar you're interested in attending.)

By fax: 715.845.2718

By e-mail: [snest@ruderware.com](mailto:snest@ruderware.com)

By phone: 715.845.4336

Or by mail: Shannon Nest  
 Ruder Ware, L.L.S.C.  
 P.O. Box 8050  
 Wausau, WI 54402-8050

Receive Free Legal Updates Electronically

As a service to our friends and clients, Ruder Ware provides legal updates via e-mail to keep you informed of significant court decisions and legislative developments. If you are interested in participating in this free service, please e-mail your name, title, and business name to [loflyng@ruderware.com](mailto:loflyng@ruderware.com).

**Shawn Rauckman** and **Steve Anderson** gave a presentation to Eau Claire area business professionals titled "Protecting Your Confidential Information: Non-Competes and Employment Agreements."

**Sam Geraci** attended a seminar sponsored by Cannon Financial Institute entitled "Important Lessons for Trustees — How and Why to Say Yes or No to a Beneficiary."

**Sara Ackermann** gave a presentation at the Wausau Region Chamber of Commerce's Executive Women's Luncheon in May 2007 entitled "Hiring Accountable and Responsible Employees."

**Dean Dietrich, Jane Lokken, Bill Milne, Randi Osberg, Matt Rowe,** and **Russ Wilson** attended the 2007 State Bar Annual Convention in May 2007. **Dean Dietrich** gave several presentations entitled: "Mandated Client Agreements — Billing Your Clients: What Are the Elements of a Retainer, Advance on Fees, and a Flat Fee," "Coffee With the New Rules," and "The Ethics of Managing Your Law Practice: How to Survive in Today's Competitive World and Comply With the Rules of Professional Conduct." **Matt Rowe** gave a presentation entitled: "What's New with Drafting LLC Operating Agreements."

**Sam Geraci** attended a seminar sponsored by Cannon Financial Institute entitled "Estate Planning for Business Owners — A Guide for the Basics and the Advanced" in May 2007.

**Bill Tehan**, as president of Centergy, Inc., gave a presentation to the Wausau Region Chamber of Commerce's Business & Breakfast titled "What Can Central Wisconsin Become?"

In April 2007, **Russ Wilson** participated in a teleconference entitled "The Administration's New Farm Bill Proposals." The teleconference was sponsored by the Section of Administrative Law and Regulatory Practice Agriculture Committee.

Ruder Ware, along with Central Wisconsin Society for Human Resource Management, sponsored the Human Resources and Employment Law Conference in April 2007 at the Stoney Creek Inn in Mosinee. Presentations were given by: **Sara Ackermann** and **Mary Ellen Schill** "Show Me the Money! A Wage and Hour Forum," **Chris Toner** "Who Are You and Why Should I Hire You?," and **Jeff Jones** "Where Are You and When Can I Fire You?"

In April 2007, **Russ Wilson** attended the 3rd Annual Minnesota Environmental Law Institute. The seminar was sponsored by the Minnesota Continuing Legal Education and Environmental and Natural Resources Law Section of the Minnesota State Bar Association.

**John Leary** attended the "Commercial Lending and Banking Law 2007" seminar in April 2007 sponsored by ALL-ABA.

In April 2007, **Dean Dietrich** presented a seminar entitled "Fees and Fee Agreements Under the New Rules — Billing Your Clients: What Are the Elements of a Retainer, Advance on Fees, and a Flat Fee" through a State Bar of Wisconsin Webcast.

In April 2007, **Russ Wilson** participated in the telephone seminar, "Appeals of Wisconsin's New Livestock Facility Siting Decisions." The seminar was sponsored by the State Bar of Wisconsin.

**Jim Harrington** attended "The 1st Annual National Institute on E-Discovery" seminar in March 2007 sponsored by the American Bar Association Section of Litigation and the Center for Continuing Legal Education.

In March 2007, **Russ Wilson** participated in the "FIN 47 and Environmental Accounting" teleseminar sponsored by the American Bar Association.

In March 2007, **Sam Geraci** attended a seminar sponsored by Cannon Financial Institute entitled "Planning With Marital Gifts – The Most Common Things That Go Wrong."

In March 2007, **Lon Roberts** attended the 19th Annual Corporate Law Institute seminar sponsored by Tulane Law School.

In March 2007, **Bill Tehan** attended the seminar "Getting Ahead of the eDiscovery Curve" sponsored by the Sedona Conference Institute.

In February 2007, **Mark Bradley, Dan Rugar,** and **Melissa Kampmann** participated in the "Advanced Estate Planning Practice Update – Winter 2007" video Webcast.

**Joe Mella** attended the "Commercial Real Estate Financing 2007: What Borrowers and Lenders Need to Know Now" seminar in February 2007, sponsored by the Practising Law Institute (PLI).

**Steve Lipowski** attended the "Navigating Trademark Practice Before the PTO 2007: From Filing Through the TTAB Hearing" seminar in February 2007, sponsored by the Practising Law Institute (PLI).

In January 2007, **Russ Wilson** attended the "Winter Safety and Health Conference and Expo" seminar sponsored by The Wisconsin Council of Safety.

Business Success

Business Counseling  
Commercial Law  
Construction Law  
Environmental Law  
Estate Planning  
Fiduciary Services  
Tax Law  
Trust Administration  
Employment, Labor & Benefits  
Litigation  
Mergers & Acquisitions  
Municipal & School Law  
Nonprofit Organizations  
Real Estate Law  
Securities  
Intellectual Property  
Worker's Compensation

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