



NAVIGATING YOUR LABOR & UNION LANDSCAPE

Labor Dispute and Work Stoppage Conference
May 10-11, 2012

Hyatt Regency Scottsdale Resort and Spa at Gainey Ranch
7500 E. Doubletree Ranch Road,
Scottsdale, Arizona

HOSTED BY



EARN
7.5 HRCI
CREDITS

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.

SUPPORTED BY



WWW.IMACSERVICES.COM



SPOUSE & GUEST PROGRAM

What's Included

Private shuttle service to popular shopping in Scottsdale:

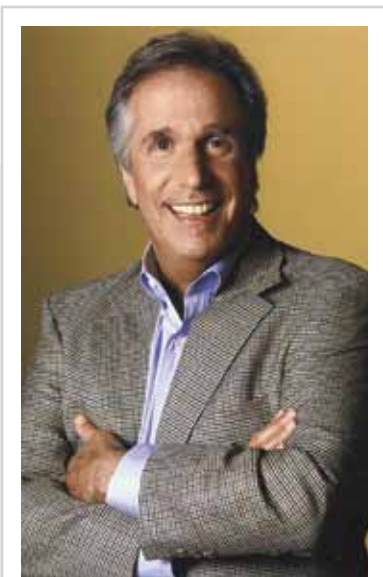
- Old Town Scottsdale
- Scottsdale Fashion Square

A seat at 'An Evening with Henry Winkler' keynote dinner

A private session to learn about the history, art and culture of Native Americans:

- Design and make your own bracelet and earrings to take home with you as our gift

Lounge. Shop. Create. Golf. Dine.



KEYNOTE SPEAKER: HENRY WINKLER

Actor, Author, Producer & Director

Henry Winkler knows a thing or two about overcoming adversity and of course Hollywood, having spent nearly three decades enjoying success in the business.

We have a seat for you!

Please join us for the keynote address and dinner.





2012 IMAC Educational Seminar at the Hyatt Regency Hotel in Scottsdale, AZ

Enjoy a Range of Activities


- Spa Avania
- Golf
- Tennis
- 360 Activities

And Don't Forget

- The Dining
- Restaurants
- Lounges
- Laying Poolside

Space is limited so book now to avoid disappointment

BOOK NOW

 *IMAC has negotiated an incredible room rate of \$209 that you can also take advantage of 3 nights prior and 3 nights after the conference dates of May 10-11, 2012.*

MAKE IT A MINI VACATION

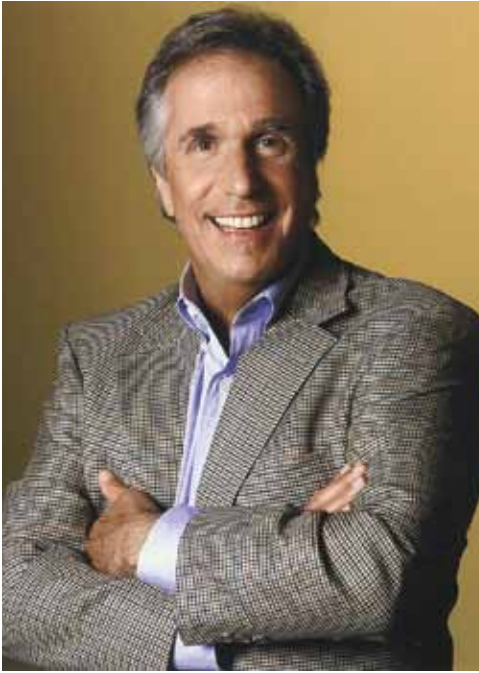
 **Special Room Rates** **\$209** PER NIGHT

Click here to book your room!



HENRY WINKLER

KEYNOTE SPEAKER



An Evening with Henry Winkler

May 10, 2012 - 5:30pm to 6:30pm

Actor, Author, Producer & Director

Henry Winkler knows a thing or two about overcoming adversity and of course Hollywood, having spent nearly three decades enjoying success in the business.

**The sooner you register,
the more draw entries you receive!**

Register in...

- April receive 4 entries
- May receive 2 entries

10 Spaces to be won

REGISTER NOW

For your chance to win an opportunity to attend
A PRIVATE MEET & GREET
with Henry Winkler

Learn. Improve. Achieve.

Conference Objective:

IMAC's Navigating Your Labor and Union Landscape conference brings together experts in several fields to share and educate on a range of topics related to workplace violence, such as how to establish categories of workplace violence, workplace violence 'no tolerance' policies, training strategies for all employees, strategies for HR and security to work together, and employee behavioral warning signs. Crisis communication strategies and plans will also be discussed, along with labor disputes and work stoppage topics like pre-strike determinations, pre-strike coordination and communications, HR and security plan determinations and actions, evidence gathering and documentation, guidelines for crossing picket lines, supplemental labor plans, the new NLRB and the globalization of unions.

Learning Outcomes:

On completion of this conference, one can expect to better understand pre-strike coordination, communication techniques, Human Resource and security plan determinations and actions, while also having a better understanding of how to inform staff on safety precautions like guidelines for crossing picket lines.

One will also be able to establish categories of workplace violence, while developing training strategies for all employees, and implement use new tools such as documenting and handling complaints.



Who Should Take this Course:

- Human Resource Directors
- Human Resource Managers
- Security Managers
- Risk Managers
- Operational Managers
- Labor Relations Personnel
- Crisis Management Team Members
- Senior Executives
- Public Relations Personnel

Prerequisites:

There are no prerequisites for this conference.



All attendees will receive a certificate on completion of this conference.

Participants will receive an 'Activity Submission Document' to submit towards ASIS certifications.



REGISTER NOW

MAY 10-11, 2012

NAVIGATING YOUR LABOR & UNION LANDSCAPE

ITINERARY

DAY 1 – May 10, 2012

| | |
|-------------------|--|
| 7:30am – 8:25am | Breakfast & Registration |
| 8:30am – 9:45am | The New NLRB |
| 9:45am – 11:00am | Public Relations & Crisis Communications |
| 11:00am – 11:15am | Break |
| 11:15am – 12:30pm | Preparing For A Strike |
| 12:30pm – 1:30pm | Lunch |
| 1:30pm – 4:30pm | Professional/Free Time |
| 4:30pm – 5:15pm | Networking reception & cocktails |
| 5:30pm – 6:30pm | Keynote Speaker |
| 6:30pm – 9:30pm | Dinner |



DAY 2 – May 11, 2012

| | |
|-------------------|--|
| 7:30am – 8:25am | Breakfast |
| 8:30am – 9:45am | Workplace Violence |
| 9:45am – 11:00am | Employers Rights During Organizing Campaigns |
| 11:00am – 11:15am | Break |
| 11:15am – 12:30pm | Globalization of Unions |
| 12:30pm – 1:30pm | Lunch, Closing Remarks & Wrap-up |

LABOR DISPUTE AND WORK STOPPAGE

SPEAKERS



The New NLRB

May 10, 2012
8:30am - 9:45am

John J. Toner

Mr. Toner has extensive experience with all federal labor regulatory agencies. At both the National Labor Relations Board and the Federal Mediation and Conciliation Service, Mr. Toner was the highest ranking career official and had responsibility for developing and implementing many of the policies and practices currently followed by these agencies. Mr. Toner represented federal agencies before Congress and major stakeholder groups, including the AFL-CIO, the American Bar Association and employer associations. As an officer of the Association of Labor Relations Agencies, Mr. Toner worked with most of the state and local labor agencies as well as the Canadian labor agencies in the development of their labor policies.

In addition to developing and implementing national labor policy, Mr. Toner has extensive experience at the operating level. As a Field Examiner, Mr. Toner investigated numerous unfair labor practice charges and conducted dozens of elections. Mr. Toner has successfully represented employers before the NLRB in both unfair labor practice and representation cases. As Chief of Labor and Employee Relations at the NLRB, Mr. Toner was responsible for negotiating, implementing and administering collective bargaining agreements involving bargaining units comprised solely of labor attorneys and other labor relations experts.



Public Relations & Crisis Communications

May 10, 2012
9:45am - 11:00am

Richard S. Levick, Esq.

Richard Levick, Esq. President & CEO of Levick Strategic Communications, represents countries and companies in high-stakes global communication matters — from the Wall Street crisis and the Gulf oil spill to Guantanamo Bay and the Catholic Church.

Mr. Levick was honored for the past three years on the prestigious list of “The 100 Most Influential People in the Boardroom” and has been named to multiple professional Halls of Fame for his lifetime achievements.

He is the co-author of three books including *The Communicators: Leadership in the Age of Crisis* and is a regular commentator on television, in print, and on the most widely read business blogs.

REGISTER NOW

MAY 10-11, 2012



Joseph Schollaert

Mr. Schollaert has more than 21 years of experience in the security and business continuity services industry. After graduation from college, Mr. Schollaert started his career with Allied Security, Inc. and progressed rapidly to become one of the youngest regional managers within the company. After eight years with Allied Security, Mr. Schollaert joined IMAC as Director of Operations.

In his current role as Senior Vice President, Schollaert has direct oversight of IMAC's strategic growth, sales and marketing, and operational planning and implementation. He is a member of the following associations: American Management Association (AMA), Chief Executive Network, American Society of Industrial Security (ASIS), Business Industry Continuity Emergency Planning and Preparedness (BICEPP), Ohio Association of Security and Investigative Services (OASIS), Society for Human Resource Management (SHRM), Sandler Sales Institute, Sales Concepts Presidents Club, and Ohio Association of Private Detective Agencies (OAPDA).

Mr. Schollaert earned bachelor degrees in criminal justice and psychology from Duquesne University.

Preparing For A Strike

May 10, 2012

11:15am – 12:30pm



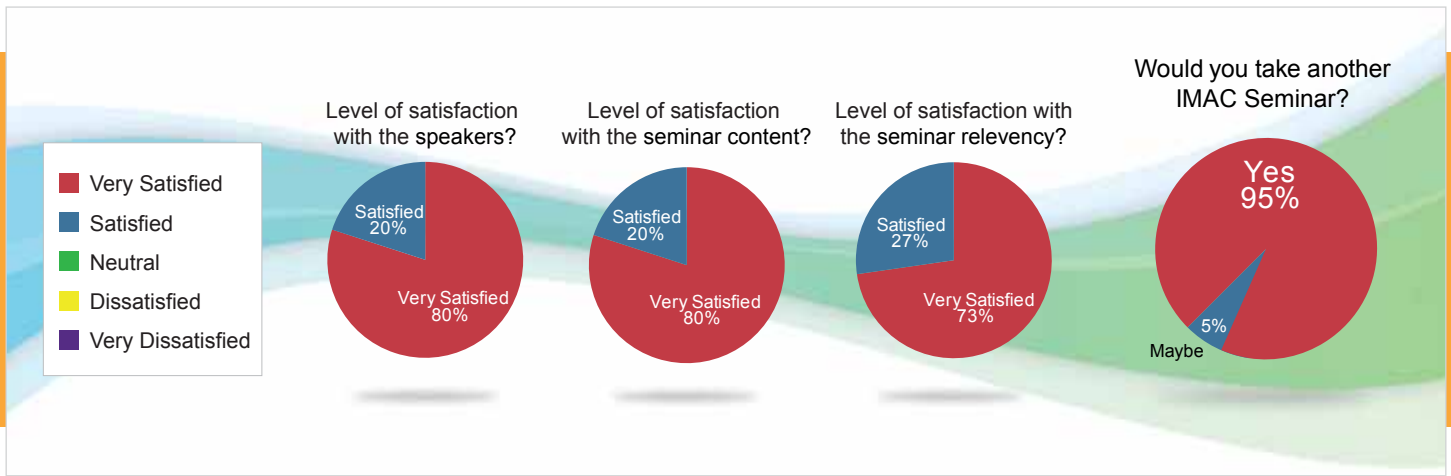
Dr. Michael H. Corcoran

Dr. Michael H. Corcoran was in the law enforcement field for over 34 years beginning in 1968 and the threat assessment field since 1970 when he entered the United States Secret Service. Completing his doctorate in 1979 in Behavioral Science, and utilizing his law enforcement experience, he specializes in identifying and handling potentially violent subjects. He does threat assessments, determination of true potentials of violence and criminal profiling for governmental agencies, cities and counties, law enforcement, Fortune 500 companies, school districts and healthcare providers around the world. Maintaining liaison with the intelligence community since 1970, Dr. Corcoran is also able to obtain critical information and intelligence concerning terrorism and other "high-risk" concerns both domestically and internationally. He has spoken internationally on all these topics, co-authored the text: *Violence Assessment & Intervention, The Practitioners Guide*, and has been "voir dire" as an expert witness on identifying violent individuals. Lastly, Dr. Corcoran was a founding member of the Association of Threat Assessment Professionals in 1990, and served as the President of Henley-Putnam University from 2002-2011 which specializes in intelligence, terrorism and protection matters.

Workplace Violence

May 11, 2012

8:30am - 9:45pm



Steve Cabot

Steve Cabot, an internationally-renowned authority in his field and has spent more than 40 years in the white-hot crucible of labor relations. As chairman of the Cabot Institute, he leads a team dedicated to providing effective strategies designed to create and maintain a more productive, harmonious workplace environment. He represents management exclusively in all facets of labor relations for a variety of companies from large Fortune 500 corporations to small entrepreneurial enterprises. He has written extensively for a wide range of business, healthcare, and general interest publications, and has testified before legislative committees. Mr. Cabot is the author of the best-selling business book, *Everybody Wins!* He is also the author of *Up From Confrontation* and *Steve Cabot's Complete Guide to Labor Relations in the 21st Century*. His work has received praiseworthy attention in such publications as *Forbes*, *U.S. News & World Report*, *Business Week*, *Nation's Business*, *INC.*, and various other periodicals. He has been interviewed on numerous occasions on leading television news shows, including "The News Hour" (PBS), "Face The Nation" (CBS), "Nightline" (ABC), and "ABC World News Tonight."

Employers Rights During Organizing Campaigns

May 11, 2012

9:45am - 11:00am



Michael G. Sherrard

Michael Sherrard is the founding member of Sherrard Kuzz LLP and an established leader in his field. He is recognized as 'repeatedly recommended' and a 'leading practitioner' by Lexpert and a top lawyer by *Chambers Global* which states: "focusing on labor matters for employers Michael Sherrard is great at satisfying the needs of even the most demanding clients."

Michael is past chair of the National Labour and Employment Law Section of the Canadian Bar Association and the Labour Relations Section of the Ontario Bar Association. He is the recipient of the 2010 Construction Institute of Canada's Chancellor's Award of Excellence, and the University of New Brunswick Alumni Award of Distinction. Michael is widely published and speaks on a variety of employment and labor law topics. He is frequently asked to develop and lead workshops designed to improve managerial leadership skills.

Globalization of Unions

May 11, 2012

11:15am - 12:30pm

Michael acts for a wide variety of employers – public and private - with experience in the full range of employment and labor issues. His expertise includes: acquisitions, divestitures & restructurings; advising the multinational & multi-jurisdictional employer; attendance management; Canada industrial relations board proceedings; collective agreement administration; collective bargaining; construction labor relations; employee relations; employee screening and hiring; employment contracts; employment standards; executive compensation; grievance arbitration; human rights; injunctive court proceedings and judicial review; interest arbitration; management training; mediation; occupational health and safety; Ontario labor relations board proceedings; pay equity; privacy; responding to union organizing and applications for certification; sale or closure; strike or lock-out; workplace audits; workplace investigations; workplace safety and insurance; wrongful dismissal litigation.

Sponsorship Information

IMAC is offering a number of sponsorship opportunities to market your company leading up to and during the 2012 IMAC Educational Seminar.

Platinum Sponsor Plus- \$10,000.00

- Opportunity to briefly address delegates at the keynote dinner
- Four tickets to the private meet and greet with Henry Winkler before the keynote dinner (photo opportunity and book signing)
- Company logo included on all event promotional materials
- Company logo included on every page of powerpoint presentation during IMAC representative speaking at the event
- Company logo included on closing page of powerpoint presentation during IMAC representative speaking at the event
- Hyperlinked company logo on any electronic promotional materials
- Opportunity to display two 2' x 6' pop-up banners in main event room
- Two free registrations to attend entire event
- Ten 50% off seats to entire event for your selected clients
- Opportunity to include marketing material in 'welcome bag' for attendees (max. of 10 pages with hard cover folder)
- Opportunity to include two marketing pieces in 'welcome bag' for attendees (one pen and one notepad)
- Company logo included on the IMAC event website
- Company logo included on event signage
- Verbal recognition at the event
- Company logo on event tables throughout entire event including keynote dinner

Platinum Sponsor - \$5,000.00

- Company logo included on all event promotional materials
- Two tickets to the private meet and greet with Henry Winkler before the keynote dinner (photo opportunity and book signing)
- Company logo included on closing page of powerpoint presentation during IMAC representative speaking at the event
- Hyperlinked company logo on any electronic promotional materials
- Opportunity to display one 2' x 6' pop-up banner in main event room
- One free registration to attend entire event
- Eight 50% off seats to entire event for your selected clients
- Opportunity to include marketing material in 'welcome bag' for attendees (max. of 5 pages with hard cover folder)
- Opportunity to include one marketing piece in 'welcome bag' for attendees (one pen)
- Company logo included on the IMAC event website
- Company logo included on event signage
- Verbal recognition at the event
- Company logo on event tables throughout entire event (excluding keynote dinner)

Gold Sponsor - \$3,500.00

- Company logo included on all event promotional materials
- One ticket to the private meet and greet with Henry Winkler before the keynote dinner (photo opportunity and book signing)
- Company logo included on closing page of powerpoint presentation during IMAC representative speaking at the event
- Hyperlinked company logo on any electronic promotional materials
- Opportunity to display one 2' x 6' pop-up banner in main event room
- One free registration to attend entire event
- Five 50% off seats to entire event for your selected clients
- Opportunity to include marketing material in 'welcome bag' for attendees (max. of 1 page)
- Company logo included on the IMAC event website
- Company logo included on event signage
- Verbal recognition at the event
- Company logo on event tables throughout 2nd day of event (excluding keynote dinner)

Silver Sponsor - \$2,500.00

- Company logo included on all event promotional materials
- Company logo included on closing page of powerpoint presentation during IMAC representative speaking at the event
- Hyperlinked company logo on any electronic promotional materials
- One free registration to attend entire event
- Three 50% off seats to entire event for your selected clients
- Opportunity to include marketing material in 'welcome bag' for attendees (max. of 1 page)
- Company logo included on the IMAC event website
- Company logo included on event signage
- Verbal recognition at the event

Bronze Sponsor - \$1,500.00

- Company logo included on all event promotional materials
- Company logo included on closing page of powerpoint presentation during IMAC representative speaking at the event
- Two 50% off seats to entire event for your selected clients
- Hyperlinked company logo on any electronic promotional materials
- Opportunity to include marketing material in 'welcome bag' for attendees (max. of 1 page)
- Company logo included on the IMAC event website
- Company logo included on event signage

Coffee Break Sponsor - \$500.00

- Company logo included on display at break tables
- Company logo included on the IMAC event website
- Opportunity to include marketing material in 'welcome bag' for attendees (max. of 1 page)

**Sponsor benefits are subject to change without notice.*

Seminar and Sponsorship Registration Form

| Section I | | Registration Information (Please Print) | | Cost: \$395.00 |
|---|--|---|-------|----------------|
| COMPANY NAME | | NAME (FIRST, LAST) | | |
| ADDRESS | | CITY | STATE | ZIP CODE |
| PHONE () | | FAX () | | |
| EMAIL ADDRESS (MUST BE VALID COMPANY ADDRESS) | | COMPANY WEBSITE | | |
| Section I Total: | | | | \$ |

| Section II | Spouse/Guest Information |
|--|--------------------------|
| <input type="checkbox"/> I would like to bring a spouse/guest to the event: _____ Cost: \$195.00 <div style="text-align: center; font-size: small;">SPOUSE/GUEST NAME (FIRST, LAST)</div> | |
| Section II Total: | |
| \$ | |

| Section III | Sponsorship Information |
|--|-------------------------|
| <input type="checkbox"/> I would like to reserve my company as an Event Sponsor for the 2012 IMAC Educational Seminar <div style="text-align: center; font-size: x-small;">COMPANY NAME AS IT SHOULD BE LISTED</div> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <input type="checkbox"/> Platinum Sponsor Plus - \$10,000.00 <input type="checkbox"/> Platinum Sponsor - \$5,000.00 <input type="checkbox"/> Gold Sponsor - \$3,500.00 </div> <div style="width: 45%;"> <input type="checkbox"/> Silver Sponsor - \$2,500.00 <input type="checkbox"/> Bronze Sponsor - \$1,500.00 <input type="checkbox"/> Coffee Break Sponsor - \$500.00 </div> </div> | |
| Section III Total: | |
| \$ | |
| Section I + II + III Total: | |
| \$ | |

| Section III | Payment Information | |
|--|---------------------|------------------|
| NAME OF CARDHOLDER | CREDIT CARD NUMBER | EXPIRY DATE / |
| <input type="checkbox"/> VISA <input type="checkbox"/> MasterCard <input type="checkbox"/> American Express <input type="checkbox"/> Discovery | | |
| SIGNATURE OF CARDHOLDER _____ | | |

**Please enclose payment for the full amount of sponsorship to reserve your space.*

I have read and agree to the sponsorship and registration terms and conditions.

Fax forms to:
1-905-693-1213

SIGNATURE _____ DATE _____

By signing this contract, I agree to all conditions as listed on the following pages. I understand that registration and sponsorship opportunities are available on a first come first serve basis.



Sponsorship Terms and Conditions

1. REGISTRATION.

Event sponsor and advertiser registration is on a first-come, first-served basis and availability of exhibition space at the event is not guaranteed until you have been approved as an Event Partner and your registration has been confirmed by IMAC.

2. PAYMENT.

If you are an event sponsor, a minimum of half the amount of your sponsorship fee must be paid not less than 30 days prior to the event and the remainder must be paid not less than 24 hours before the event. Failure to make timely payments may result in your sponsorship being cancelled, including your opportunity to attend the event. If you are an event advertiser, the entire cost of your advertisement must be paid prior to publication of event materials. All sponsorship and advertiser payments are to be made directly to IMAC. Each sponsor and advertiser is required to enter into a written agreement with IMAC. Please contact IMAC if you wish to make payment by credit card.

3. ELIGIBLE SPONSORS.

Sponsors will be limited to businesses offering materials, products or services of specific interest to attendees as determined by IMAC in its sole discretion. IMAC reserves the right to approve all sponsor materials. IMAC retains the right to approve all advertisements. Unless IMAC expressly agrees, the business name to be used in all sponsor and advertising materials will be the name of the party to the agreement with IMAC.

4. SPONSORSHIP PACKAGES.

Prices quoted include all items listed in the applicable sponsorship category as detailed in the agreement. These items could range from show specific, one time, recognition opportunities to long-term multi-media marketing targets.

5. CANCELLATION.

If you cancel your sponsorship or advertising agreement by written notice to IMAC prior to the date of publication of any applicable event materials, you will receive a 50% refund. After publication of any applicable materials no refunds will be made.

6. DECORATIONS.

IMAC shall have the right to approve the appearance, arrangement and placing of all items displayed by sponsors. IMAC shall have no liability for any costs incurred by a sponsor in changing its sponsorship materials or location. Please contact IMAC for prior approval of any printed or other physical materials.

7. SPONSOR CONDUCT.

The distribution of samples, souvenirs, printed materials, etc. is permitted only with the prior written approval of IMAC. Each sponsor shall conduct and operate its sponsorship (if a physical element exists) so as not to annoy, endanger or interfere with the rights of other exhibitors, sponsors and attendees. IMAC has the right to require you to discontinue any sponsor activities which result in complaints from any other exhibitor, sponsor or any attendee, in the sole discretion of IMAC.

8. CANCELLATION OR POSTPONEMENT OF EVENT.

In the event that the premises in which the event is to be held shall become, in the sole discretion of IMAC, unfit for occupancy, or in the event the holding of the event or the performance of IMAC under the your written agreement with IMAC (of which these Sponsorship Terms and Conditions are a part) are materially interfered with as the result of any cause or causes not reasonably within the control of IMAC, your agreement may be terminated by IMAC. IMAC shall not be responsible for delays, damage, loss, costs or other conditions which are not reasonably within the control of IMAC. If IMAC terminates your agreement, IMAC may retain such portion of the sponsorship or advertising fees which were paid prior to the event which caused such termination as IMAC determines to be reasonable in order for IMAC to recover its expenditures incurred up to the time such event occurred and neither IMAC nor the sponsor or advertiser shall have any further obligation or liability to the other. For purposes hereof, the phrase "not reasonably within the control of IMAC" include, but are not limited to, fire, casualty, flood, epidemic, earthquake, explosion or accident, blockade embargo, inclement weather or other acts of God, government restraints, restraints or orders of civil defense or military authorities, acts of terrorism, riot or civil disturbance, strike, lockout, boycott or other labor disturbance, transportation disruptions not caused by IMAC and applicable laws, rules or regulations which prohibit the event.

9. APPLICATION OF TERMS AND CONDITIONS; REVISIONS.

Any matters not specifically covered by these Terms and Conditions shall be subject to determination in the discretion of IMAC. IMAC may interpret, apply enforcement these Terms and Conditions as it determines. If IMAC determines that it is necessary to amend your agreement, including these Terms and Conditions it may do so provided that you have not remitted any portion of your payment to IMAC. If IMAC determines that agreement, including these Terms and Conditions must be amended after IMAC's receipt of any portion of your payment, IMAC will contact you with regard to such amendment(s) and, if you do accept them, IMAC will return the entire amount received from you.

10. DEFAULT.

If you default or otherwise fail to comply with any of the provisions of your agreement with IMAC, of which these Terms and Conditions are a part, IMAC may, in addition to any other remedies provided for herein or otherwise available to IMAC at law or in equity, without notice, terminate your agreement and retain all monies received from you as liquidated damages. Upon termination of your agreement by IMAC you agree to promptly remove your employees, agents and representatives, and all of your articles of merchandise and other personal property from the event location.

11. EXCLUSIVITY.

Sponsor and advertising opportunities at IMAC events are offered without exclusivity.

12. ACCEPTANCE.

Your agreement is not binding upon IMAC until accepted by IMAC in writing.



Registration Terms and Conditions

1. EVENT REGISTRATION.

Space is limited at this event, therefore IMAC reserves the right to deny registration at its discretion. You must complete and fax your event registration form (the "Seminar and Sponsorship Registration Form") as soon as possible in order for your attendance to be considered. Registration cannot be considered or confirmed until IMAC receives full payment in U.S. funds. If your registration is not accepted by IMAC your registration fee will be returned.

2. PAYMENT.

All event registration fees must be paid in full prior to the commencement of the event. If space allows, walk-in attendees may be admitted with payment due prior to commencement of the event. Registrations received after the closing date may incur a late fee.

3. CANCELLATIONS.

If you must cancel your event registration, please contact Stephen@imacservices.com in writing as soon as possible. Refunds will be given only if you cancel prior to April 10, 2012. After that date, no refunds will be given.

4. PROGRAM MODIFICATION.

IMAC reserves the right to revise the event program at any time. Every effort will be made to ensure a program of equivalent standard.

5. SPECIAL DIETARY/PHYSICAL REQUIREMENTS.

Please advise IMAC upon your registration if you have any special dietary or physical requirements. We will make every effort to accommodate your needs. We will use our best efforts, but cannot guarantee we will be able to comply with any special requirements of which we are not advised at the time of registration. Please email Stephen@imacservices.com with your requirements.

6. REGISTRANT BEHAVIOR.

IMAC reserves the right to prohibit entry of any person to an IMAC event, or eject any person from an IMAC event based on behavior deemed inappropriate by IMAC staff and/or its agents and others working under its authority.

7. PRIVACY POLICY.

IMAC is concerned with the protection of your privacy. The information provided at the point of registration is collected by IMAC, and will be used for IMAC's internal purposes only. Information which is collected through our website is subject to the terms of our Privacy Policy, which is available [here](#).

8. IMAGE RELEASE.

By attending the event you expressly grant permission to IMAC, its agents and others working under its authority, to take and to have full and free use of video and/or photographs containing your image or likeness. You agree that these images may be used for promotional, news, on-line/multimedia, research and/or educational purposes by and for IMAC. You agree that you are not entitled to remuneration, residuals, royalties or any other payment from IMAC in respect of your image/likeness or its use. You expressly release, discharge and hold IMAC and its agents harmless from and against any and all claims, demands or causes of actions that you may have by reason of anything contained in any event photographs or video. If you do not agree to the above image release, you must advise IMAC by contacting Stephen Anderson at Stephen@imacservices.com

9. DISCLAIMER.

IMAC makes every effort to present speakers who are experts in their fields. Inclusion of speakers at the IMAC Event in no way implies endorsement of any product, technique or service described in their presentations. IMAC expressly disclaims responsibility for any material presented.

LEARN IMPROVE ACHIEVE



15830 Foltz Parkway
Cleveland, OH
44149-4745

Telephone: 440-878-7600
Toll Free: 1-800-554-4622
Fax: 440-878-7673

www.imacservices.com