

Compli, Fisher & Phillips LLP & ADGCC LLC

Present:

Navigating the New Dealership Era

**How to Protect Your Dealership From The Perfect Wage-Hour Storm and
Achieving High Level Business Performance**

Luncheon Speaker Topics:

“Protect Your Dealership From The Perfect Wage & Hour Storm”

John Donovan, Fisher & Phillips LLP

“Fourteen New Era, High Performance, Dealer Business Strategies”

Kirk Kleckner, Automotive Development Group Capital and Consulting LLC

Date: May 11th, 2010 **Time:** 10:00am-1:00pm

Place: CATA Headquarters
18W200 Butterfield Road, Oakbrook Terrace IL 60181

Space is limited so please RSVP for the above luncheon by contacting:

Jonica Smith, Compli
503-963-4216
jonica.smith@compli.com

or fax the attached registration
form to 503-294-1200
Attention: Jonica Smith

Attendance is complimentary, but space is limited. RSVP required.

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Navigating the New Dealership Era

**How to Protect Your Dealership From The Perfect Wage-Hour Storm and
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Agenda

“Introduction”

Dick Potter, Compli

“Protect Your Dealership From The Perfect Wage & Hour Storm”

John Donovan, Fisher & Phillips LLP

“Fourteen New Era, High Performance, Dealer Business Strategies”

Kirk Kleckner, Automotive Development Group Capital and Consulting LLC

Ask The Experts Q&A Session & Lunch

Compli, Attention: Jonica Smith, 610 SW Broadway Suite 600, Portland, OR 972005
Phone: (503) 963-4216 Fax: (503) 294-1200 Email: jonica.smith@compli.com

Name(s) and Title(s) of Attendee(s) _____

Company name _____

Primary contact _____ Phone _____

Address _____

City _____ State _____ Zip _____

Phone _____ Fax _____

Email _____

Navigating The New Dealership Era:

Protect your Dealership From the Perfect Wage-Hour Storm and Achieving High Level Business Performance

Presentation Abstracts & Bios

Protect Your Dealership From The Perfect Wage & Hour Storm John Donovan, Partner, Fisher & Phillips, LLP

There are significant changes taking place in the enforcement of wage-hour laws that are creating a serious risk of litigation for dealerships. Fortunately, there are steps a dealership can take to protect itself from expensive claims and litigation. This "nuts and bolts" presentation will provide practical information on:

- The need to comply with both federal and Illinois law
- What an employer must count as "hours worked"
- How to determine who is exempt from overtime and who is not
- What deductions an employer may lawfully make from wages
- How to properly calculate overtime on different kinds of pay plans
- How many dealerships' sales pay plan can get them sued

Attendees will leave with a better understanding of what the laws require as well as a Checklist to enable them to audit their own dealership and identify problems before the government does.

Fourteen New Era, High Performance, Dealer Business Strategies Kirk Kleckner, President, Automotive Development Group Capital and Consulting, LLC

Dealers are being creative to adapt to the new dealer era. What are your insurance costs per employee? What is your cost of processing a deal? What are you doing with the deals that fall out of bed? How loyal are your customers? Do you receive sufficient accurate, timely and pertinent information to run the business? What are your dealership's performance enhancement opportunities?

This session will outline 14 evolving strategies that some in the dealership industry are applying to achieve high levels of business performance. The strategies involve multiple dealership challenges including: dealership business intelligence and reporting, employee accountability, customer loyalty, tax reduction, vertical profit retention, cost controls and targets and more.

Dick Potter
Compli
Senior Vice President Sales & Marketing

Richard Potter brings to Compli more than 25 years of executive experience in the professional services, logistics, high-tech, and manufacturing industries. Before joining Compli, Potter was the Vice President of Sales and Marketing for Joseph C. Sansone Company, a consultancy providing business and tax services. Potter was responsible for the leadership and direction of the company's national sales and marketing organization. Prior to that, he held senior management positions with Deloitte Consulting, Ryder Integrated Logistics, and the Eastman Kodak Company. Potter earned a M.B.A. from Northwestern University, J. L. Kellogg Graduate School of Management in Chicago, Ill., graduated with a B.A. from University of San Francisco in San Francisco, Calif., and studied at Loyola University in Rome, Italy.

John Donovan
Fisher & Phillips, LLP
Partner

John E. Donovan is a partner in the firm's Atlanta office. John is a graduate of the U.S. Naval Academy in Annapolis, Maryland. He served on active duty as a naval aviator until 1975, when he resigned his commission to attend Emory University School of Law in Atlanta. John has practiced law with Fisher & Phillips since his graduation from Emory in 1977, and has represented employers before various federal and state courts as well as before the EEOC, the Wage and Hour Division, OFCCP and the NLRB. John is a member of the firm's Dealership Practice Group and spends much of his time working directly with dealers and their managers to help keep them out of court through "preventive" employee relations. This includes advice on employee screening and selection, drug and alcohol testing, wage and hour compliance, harassment investigations, proper documentation, disciplinary strategies and terminations. John and his colleagues also conduct regular on-site employment audits of their dealership clients to ensure that they continue to be in compliance with the changing laws and regulations. He is a frequent lecturer to employer groups around the country and regularly speaks to dealership audiences at state and local ADA meetings, individual dealership groups, and at NADA and NCM 20 Groups. Recent seminars include "Wage and Hour Compliance for Dealerships," "Employment Law for Dealership Managers," "Protecting Your Dealership from Lawyers, Litigation and Liability," and "How to 'Union-Proof' Your Dealership". He has also authored the "Guide to Wage and Hour Compliance" for Massachusetts ADA.

Kirk Kleckner
Automotive Development Group Capital and Consulting, LLC
President

ADGCC specializes in helping dealers achieve extraordinarily high levels of business performance. The firm's core competencies are 1) profit and performance enhancement, 2)

vertical business integration, and 3) professional services involving dealer valuation and tax reduction strategies.

Kirk's expertise leverages both hands-on dealer industry and professional experience. Kirk's experience includes; seven years as Chief Financial Officer for a well respected top 50 dealership group known for its customer experience and business processes; nineteen years with an accounting firm with positions including shareholder, COO and Director of Business Valuation and Litigation Support and Consulting Services. Kirk is a CPA, MBA and has professional accreditations in business valuation from the American Institute of Certified Public Accountants and the American Society of Appraisers.

Kirk's practical experience includes buying, selling and integrating of businesses; instituting process management and rationalization; implementing business intelligence systems; and business and owner succession and tax planning. Kirk is a qualified expert witness testifying in numerous business valuation, ownership and dealership cases.