

OCHD&L IS PLEASED TO ANNOUNCE THAT ATTORNEY SAMANTHA AMORE HAS JOINED THE FIRM

Attorney Samantha M. Amore, a graduate of the University of Wisconsin Law School, has recently joined the Milwaukee law firm O'Neil Cannon She assists individuals, professionals, and business owners with estate and business planning as well as with probate and guardianship. Her prior experience preparing tax returns enables her to advise clients on gift, estate, and income tax matters.

O'Neil Cannon, founded in Milwaukee in 1973, is a full-service legal practice that primarily focuses on providing business law and civil litigation services to closely-held businesses and their owners. The firm represents corporations, institutions, and partnerships at all stages of the business life cycle, helping them start, grow and transition from one generation to the next. We also assist business owners with their personal legal needs including tax and estate planning, family law and litigation—including personal injury litigation.

DEAN P. LAING NAMED 2016 BEST LAWYERS "LAWYER OF THE YEAR®"

O'Neil, Cannon, Hollman, DeJong and Laing S.C. is pleased to announce that Attorney Dean Laing was recently selected as the 2016 "Lawyer of the Year" for Product Liability Litigation-Defendants in the Milwaukee area. This is the second year that *Best Lawyers* has recognized Attorney Laing as the "Lawyer of the Year." In 2012, he was honored as Milwaukee's Personal Injury Litigation "Lawyer of the Year."

Only a single lawyer in each practice area and designated metropolitan area is honored as the "Lawyer of the Year," making this accolade particularly significant. These lawyers are selected based on particularly impressive voting averages received during the peer-review assessments.

Receiving this designation reflects the high level of respect a lawyer has earned among other leading lawyers in the same communities and the same practice areas for their abilities, their professionalism, and their integrity.

In addition to the Lawyer of the Year award, Attorney Laing was also listed in *The Best*

Lawyers in America 2016 in Commercial Litigation and Personal Injury Litigation-Plaintiffs.

Since the list was first published in 1983, *Best Lawyers* has become universally regarded as the definitive guide to legal excellence.

BEST LAWYERS® HONORS 15 ATTORNEYS IN 2016

O'Neil, Cannon, Hollman, DeJong and Laing S.C. is pleased to announce that 15 lawyers have been named to the 2016 Edition of *Best Lawyers*, the oldest and most respected peer-review publication in the legal profession.

Best Lawyers has published their list for over three decades, earning the respect of the profession, the media, and the public as the most reliable, unbiased source of legal referrals. Its first international list was published in 2006 and since then has grown to provide lists in over 65 countries.

"*Best Lawyers* is the most effective tool in identifying critical legal expertise," said CEO Steven Naifeh. "Inclusion on this list shows that an attorney is respected by his or her peers for professional success."

Lawyers on the *Best Lawyers in America* list are divided by geographic region and practice areas. They are reviewed by their peers on the basis of professional expertise and undergo an authentication process to make sure they are in current practice and in good standing. O'Neil, Cannon, Hollman, DeJong and Laing S.C. would like to congratulate the following attorneys named to the 2016 *Best Lawyers in America* list:

- James G. DeJong - Corporate Law, Mergers and Acquisitions Law, Securities/Capital Markets Law
- Seth E. Dizard - Bankruptcy and Creditor Debtor Rights/Insolvency and Reorganization Law, Litigation-Bankruptcy
- Peter J. Faust - Corporate Law, Mergers and Acquisitions Law
- John G. Gehringer - Commercial Litigation, Construction Law, Corporate Law, Real Estate Law
- Dennis W. Hollman - Corporate Law, Trusts and Estates
- Grant C. Killoran - Litigation-Health Care
- Dean P. Laing - Commercial Litigation, Personal Injury Litigation-Plaintiffs, Product Liability Litigation-Defendants
- Gregory W. Lyons - Commercial Litigation, Litigation-Insurance
- Gregory S. Mager - Family Law
- Patrick G. McBride - Commercial Litigation
- Thomas A. Merkle - Family Law
- Steven J. Slawinski - Construction Law

Since it was first published in 1983, *Best Lawyers* has become universally regarded as the definitive guide to legal excellence. *Best Lawyers* is based on an exhaustive peer-review survey. Over 52,000 leading attorneys cast more than 5.5 million votes on the legal abilities of other lawyers in their practice areas. Lawyers are not required or allowed to pay a fee to

be listed; therefore inclusion in *Best Lawyers* is considered a singular honor. *Corporate Counsel* magazine has called *Best Lawyers* “the most respected referral list of attorneys in practice.”

THE WILAW CONNECTION QUARTERLY NEWSLETTER

- “Will My Adult Child With Autism Live Independently? Estate Planning for Families of Adults With Autism Spectrum Disorders”
- “Student Loans: Recent Federal Warning Shots to Financial Institutions”
- Tax and Wealth Advisor™ Alert: “The Seven Deadly Sins of Estate Planning”
- Employment LawScene™ Alert: “Supreme Court Decides Religious Accommodation Case”
- Publication Watch: *Inside Counsel*, “Anticipating and Managing Wage and Hour Pitfalls”
- Welcome: John M. Calewarts
- Pleased to Announce:
 - Dean Laing and Greg Lyons Recognized by the NADC
- Upcoming Events:
 - *Hot Topics for Small Firms and Solo Practitioners*



EMPLOYMENT LAWSCENE ALERT: DOL ISSUES PROPOSED RULE CHANGES TO OVERTIME REGULATIONS

On March 13, 2014, President Obama signed a memorandum that launched the U.S. Department of Labor’s (DOL) efforts to update the Fair Labor Standards Act’s (FLSA) overtime rules for executive, administrative, professional, outside sales, and computer employees, commonly referred to as the “white collar” exemptions. To be exempt from the overtime regulations, employees must meet both a salary basis test and a job duties test. On Tuesday, June 30, 2015, the U.S. Department of Labor (DOL) released the long-awaited proposed rule regarding the expansion of overtime regulations under the Fair Labor Standards Act (FLSA). It is anticipated that, if these rules are imposed, nearly 5 million additional workers would be eligible for overtime under the FLSA’s regulations.

The most drastic difference in the proposed regulations is the raise of the minimum salary requirement to qualify for the white collar exemption. Currently, the minimum salary requirement is \$455 per week (\$23,660 per year), a number that was set in 2004. The proposed rule would increase the minimum salary requirement to \$970 per week (\$50,440 per year). This figure is equal to the 40th percentile of weekly earnings for full-time, salaried employees. The proposed rule also includes an automatic adjustment to the salary threshold so that the minimum salary requirement does not become outdated. The DOL is also seeking comment on whether nondiscretionary bonuses can be included to satisfy the salary requirement.

Although the proposed rule does not specifically change any of the job duties requirements, the DOL did invite comment on whether or not these tests are working as intended or should be changed. One suggestion is that the federal job duties test would mirror the job duties test from California in which employees have to spend at least 50 percent of their time on exempt duties to qualify as exempt. The current federal test simply looks at a worker's "primary duty" and whether the employee's primary duty meets the requirements of the particular exemption classification. A change in the duties test could also significantly decrease the number of employees who qualify for the overtime exemption.

Once the proposed rule is published, likely in the next few days, there will be a sixty-day public comment period. Only after that will the DOL be able to issue a final rule. Although employers do not have to do anything at this time and cannot know exactly how these proposed rule changes will impact them until they become final, they should be staying aware of these changes. Once a final rule is published, employers will likely need to reevaluate their exempt and non-exempt classifications for their employees to make sure that they are in compliance with the final DOL rules.

LYONS RECOGNIZED BY THE NADC AS ONE OF THE FINEST LAWYERS IN THE COUNTRY

Gregory Lyons, of O'Neil, Cannon, Hollman, DeJong and Laing S.C., has been selected to the 2015 list as a member of the Nation's Top One Percent by the National Association of Distinguished Counsel. NADC is an organization dedicated to promoting the highest standards of legal excellence. Its mission is to objectively recognize the attorneys who elevate the standards of the Bar and provide a benchmark for other lawyers to emulate.

Members are thoroughly vetted by a research team, selected by a blue ribbon panel of attorneys with podium status from independently neutral organizations, and approved by a

judicial review board as exhibiting virtue in the practice of law. Due to the incredible selectivity of the appointment process, only the top 1% of attorneys in the United States are awarded membership in NADC. This elite class of advocates consists of the finest leaders of the legal profession from across the nation.

ELEVEN ATTORNEYS FROM O'NEIL, CANNON, HOLLMAN, DEJONG AND LAING NAMED LEADING LAWYERS

Eleven attorneys from O'Neil Cannon have been named "Leading Lawyers" in Milwaukee by *M Magazine* (July 2015), Milwaukee's Lifestyle Magazine. Those attorneys are the following:

- Melissa Blair (Banking)
- Jim DeJong (Business)
- Pete Faust (Securities Offerings)
- Grant Killoran (Litigation)
- Dean Laing (Litigation)
- Greg Lyons (Litigation)
- Greg Mager (Family)
- Patrick McBride (Litigation)
- Randy Nash (Litigation)
- Steve Slawinski (Construction/Development)

The "Leading Lawyers" were selected by Avvo, a Seattle-based company that rates attorneys. Avvo's proprietary algorithm rates all attorneys on a 10-point scale, factoring in peer endorsements as well as experience, education, training, speaking, publishing, and awards. In order to make the list of "Leading Lawyers" as published by *M Magazine*, an attorney must be ranked in the top 5-10% of his or her area of specialty.

KILLORAN SPEAKS AT TEXAS BILL OF RIGHTS CONFERENCE

Grant Killoran, the Chair of O'Neil, Cannon, Hollman, DeJong and Laing's Litigation Practice Group, recently presented an article and speech entitled "Ebola Panic—When Public Health Concerns Confront the Constitution" at the 9th Annual State Bar of Texas "Bill of Rights

Course: Cutting-Edge Controversies in Constitutional Law” in Austin, Texas.

Attorney Killoran authored the article with Attorney Christa Wittenberg of O’Neil, Cannon, Hollman, DeJong and Laing and presented at the seminar an analysis of state and federal constitutional law governing public health emergencies, focusing on the recent Ebola virus outbreak in the U.S., along with presentations by law professors and attorneys from around the country on other constitutional issues.

ATTORNEYS MAIER AND NASH PRESENT TO THE PRINCIPAL FINANCIAL GROUP

On June 8, 2015, Joe Maier, a shareholder in the Estate Planning Group, and Randy Nash, a shareholder in the Litigation Group, collaborated to present to the Appleton office of the Principal Financial Network a series of real life estate planning facts situations that have led to inheritance litigation.

The Principal Financial Group–Wisconsin Business Center is a client-focused financial services organization working with employers and individuals to help them establish priorities and develop strategies to achieve financial success.

ATTORNEY MAGER PRESENTS DURING THE "FAMILY LAW 101" PORTION OF THE WISCONSIN SUPREME COURT’S FAMILY LAW SEMINAR

On June 4, 2015, Gregory S. Mager spoke during the Family Law 101 portion of the Wisconsin Supreme’s Family Law Seminar, a continuing education program for Judges and Court Commissioners throughout the state of Wisconsin.

If you have any family law related questions, please contact Attorney [Gregory Mager](#) at O’Neil Cannon at 414-276-5000.