

# MARCH 26, 2020 YOU'RE INVITED

Ogletree  
Deakins

The Indianapolis office of  
**OGLETREE DEAKINS**

presents an  
**EMPLOYMENT LAW BRIEFING**

An informative and educational briefing to  
address the latest labor and employment law  
topics impacting employers

## LOCATION

Renaissance Indianapolis North Hotel  
11925 North Meridian Street  
Carmel, IN 46032  
(317) 816-0777

**New  
location!**

## DATE AND TIME

Thursday, March 26, 2020  
8:00 a.m. – 10:30 a.m.  
(Registration and breakfast will begin at 7:30 a.m.)

## COST

Complimentary  
(A full breakfast and downloadable program materials are included.)

## REGISTRATION

Register online at [www.ogletree.com](http://www.ogletree.com) or contact Amanda Satterthwaite  
at (317) 916-2582 or [amanda.satterthwaite@ogletree.com](mailto:amanda.satterthwaite@ogletree.com).

We have submitted this program to the HR Certification Institute and SHRM for review and are  
applying for Indiana CLE credit.

# AGENDA

7:30 – 8:00 a.m. **REGISTRATION AND BREAKFAST**

8:00 – 8:10 a.m. **WELCOME**

*Presenter:* Todd J. Kaiser

8:10 – 8:45 a.m. **ATTRACTING AND RETAINING A MULTI-GENERATIONAL WORKFORCE: CHALLENGES AND OPPORTUNITIES**

Research shows that employers share many common challenges when attempting to attract and retain top talent. This session will identify some common challenges and suggest opportunities, including student loan repayment ideas, creative fringe benefits, wellness offerings, and other unique forms of compensation.

*Presenters:* Bonnie L. Martin, Steven F. Pockrass, and Stephanie A. Smithey

8:45 – 9:40 a.m. **CAN I HAVE 5 TO 10 MINUTES, PLEASE?**

**SECURE ACT—A GAME CHANGER FOR RETIREMENT PLANS?**

What impact will the Setting Every Community Up for Retirement Enhancement (SECURE) Act have on your retirement plans? And how quickly do you need to implement SECURE Act changes?

*Presenter:* Catherine R. Reese

**EXTRA! EXTRA! EEOC HIGHLIGHTS AND TRENDS**

We will address the headlines and stories about the Equal Employment Opportunity Commission (EEOC) in 2019, as well as predictions and best practices for the EEOC in 2020.

*Presenters:* Katie S. Bayt and Kevin E. Roberts

**MARIJUANA LEGALIZATION: HOW IT AFFECTS INDIANA EMPLOYERS**

We will briefly discuss how the legalization of marijuana in neighboring states affects Indiana employers with facilities or employees in those jurisdictions.

*Presenter:* Lucy B. Bednarek

**WHAT TO DO WHEN A TOP EMPLOYEE LEAVES FOR A COMPETITOR**

Several senior-level employees who possess inside knowledge of your company and specialized training abruptly leave and join your competitor. How do you protect your company? What steps can you take ahead of time?

*Presenter:* John A. Drake

**WHAT'S OLD IS NEW AGAIN—THE NLRB'S CURRENT APPROACH TO YOUR POLICIES, WORK RULES, AND PROPERTY RIGHTS**

In the past year, the National Labor Relations Board (NLRB) has issued key decisions on important topics such as employee use of company email, confidentiality of workplace investigations, and dress codes—to name a few. We will provide practical guidance on how these rulings impact your ability to manage in both union and non-union work environments.

*Presenter:* Todd M. Nierman

9:40 – 9:50 a.m. **BREAK**

9:50 – 10:20 a.m. **EFFECTIVELY MANAGING INTERMITTENT LEAVE ISSUES UNDER THE FMLA AND ADA**

Intermittent leave creates unique and difficult challenges for employers. In this session, we explore how employers can assess and address the use and misuse of intermittent leave under the Family and Medical Leave Act (FMLA) and Americans with Disabilities Act (ADA).

*Presenters:* Scott James Preston and Kenneth B. Siepman

10:20 – 10:30 a.m. **CLOSING AND PRIZE DRAWING**