Ogletree Deakins

EMPLOYMENT LAW BRIEFING



Presented by
Ogletree Deakins'
INDIANAPOLIS OFFICE

You're invited to an informative briefing on the latest labor and employment law issues affecting employers.

DATE
Thursday, December 10, 2026

TIME
8:00 – 11:00 a.m.
(Registration and breakfast will begin at 7:30 a.m.)

COST
Complimentary

LOCATION
Ritz Charles
12156 North Meridian Street
Carmel, IN 46032
(317) 846-9158

REGISTRATION
Register online at www.ogletree.com, or contact Deborah Smith at (317) 916-2124 or deborah.smith@ogletree.com. To request an accommodation for a disability, please email accessibility@ogletree.com as soon as possible.

We will submit 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 CONTINENTAL BREAKFAST**

8:00 – 8:05 a.m. **WELCOME**

Presenter: Bonnie L. Martin

8:05 – 8:50 a.m. **INSIDE THE EEOC'S AGENDA: WHAT CURRENT ENFORCEMENT PRIORITIES MEAN FOR EMPLOYERS**

The EEOC's enforcement priorities have shifted significantly, requiring employers to adapt. This session will cover the agency's current focus areas, recent trends in enforcement and litigation, and the practical implications of these developments on employer policies and practices.

Presenters: Katie S. Bayt and Kenneth J. Kleppel

8:50 – 9:35 a.m. **THE BENEFITS BLIND: WHAT EMPLOYERS NEED TO KNOW ABOUT LEAVE AND COVERAGE**

Approving a leave of absence or an accommodation can quietly end an employee's benefits coverage. If no notice is provided, the employer may end up paying the bill. In this session, the speakers will explain how the FMLA, ADA, PWFA, and state leave laws interact with health, disability, and life insurance plans. The speakers will walk attendees through a real-world scenario with costly results and provide a practical checklist to help keep employers protected.

Presenters: Tina M. Bengs and Stephanie A. Smithey

9:35 – 9:50 a.m. **BREAK**

9:50 – 10:50 a.m. **PRIVILEGE UNDER PRESSURE: INVESTIGATIONS, AI, AND PLAN FIDUCIARIES**

This session will address privilege issues arising from workplace investigations, the use of artificial intelligence (AI), and employee benefit plans. Workplace investigations present unique challenges regarding privilege, as well as opportunities to use AI. Learn how AI tools can make or break the attorney-client privilege and work product doctrine, and explore best practices to ensure AI remains a valuable resource. With respect to employee benefit plans, the attorney-client privilege often does not apply to communications between an attorney and plan fiduciaries. Learn who qualifies as a fiduciary, how the fiduciary exception applies, and what steps you can take to protect as much information as possible.

Moderator: Christopher C. Murray

Panelists: Katrina M. Clingerman, Scott James Preston, and Kate E. Trinkle

10:50 – 11:00 a.m. **CLOSING AND PRIZE DRAWING**