

Presented by
Ogletree Deakins'
SALT LAKE CITY OFFICE

You're invited to an informative and educational briefing to address the latest labor and employment law topics impacting employers.



AVOIDING SCARY SITUATIONS AND LEGAL NIGHTMARES



DATE

Tuesday, October 28, 2025



TIME

8:30 – 10:30 a.m.
(Registration and breakfast will begin at 8:00 a.m.)



COST

Complimentary



LOCATION

Ogletree Deakins
Gateway Tower West at City Creek
15 West South Temple, 2nd Floor
Salt Lake City, UT 84101
(801) 658-6100



REGISTRATION

Register online at www.ogletree.com, or contact Debbie Dixon at (816) 410-2239 or debbie.dixon@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 Utah CLE credit.

AGENDA

8:00 – 8:30 a.m.

REGISTRATION AND BREAKFAST

8:30 – 8:40 a.m.

OPENING REMARKS

Moderator: David C. Castleberry

8:40 – 9:30 a.m.

TOP RIF PITFALLS—AND HOW TO AVOID THEM

In an uncertain economic climate, many employers are considering or implementing workplace reductions in force (RIF). This session will cover the most common pitfalls associated with both voluntary and involuntary severance programs. Key topics will include severance agreement decisional units, federal (and increasingly state) WARN obligations, protected characteristics that are not immediately evident in RIF decisions (such as recent leaves of absence or internal/external complaints), RIF statistical analysis, documentation of decision-making processes, and effective communication and delivery of RIF information. The speakers will share practical strategies to help employers minimize legal risks and exposure.

Presenters: David C. Castleberry and Paul J. Hulbert

9:30 – 10:15 a.m.

RECENT TRENDS IN IMMIGRATION: WORK AUTHORIZATION AND ENFORCEMENT

With rollbacks in work authorization and increased government review reshaping the policy landscape, immigration law has changed rapidly in 2025—and employers are feeling the effects across compliance, hiring, and mobility. This session will provide a clear, business-focused briefing on what has changed and what's next. The session will cover evolving adjudication trends in employment-based categories, shifting expectations for verification and documentation, and the latest updates on I-9 enforcement and investigations into employer practices. Attendees will leave with a practical understanding of the risks, requirements, and opportunities to recalibrate their talent strategy and operational readiness in a turbulent immigration environment.

Presenter: Marissa E. Cwik

10:15 – 10:30 a.m.

Q&A SESSION AND CLOSING REMARKS