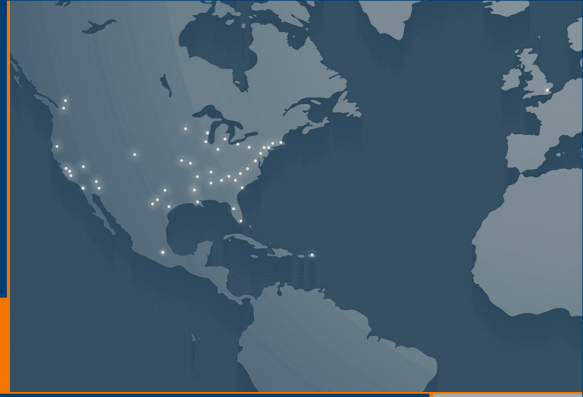




Ogletree  
Deakins



KANSAS CITY

The Kansas City office of  
**OGLETREE DEAKINS**

presents  
**MANAGING A WORKFORCE  
IN 2020**

An informative and educational  
seminar to address the latest labor  
and employment law topics impacting  
Kansas and Missouri employers

**LOCATION**

Overland Park Convention Center  
6000 College Boulevard  
Overland Park, KS 66211  
(913) 339-3000

**DATE AND TIME**

Wednesday, October 16, 2019  
8:25 a.m. – 4:15 p.m.  
(Registration and breakfast will begin at 8:00 a.m.)

**COST**

Complimentary  
(A continental breakfast, lunch, and program materials  
are included.)

**You're  
Invited**  
**October 16, 2019**

**Managing a Workforce  
Seminar App**

Stay tuned for more  
information on downloading  
our seminar app.

**REGISTRATION**

Register online at [www.ogletree.com](http://www.ogletree.com) or contact Rachele Sciortino at (816) 410-2214  
or [KCMEvents@ogletree.com](mailto:KCMEvents@ogletree.com).

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

# AGENDA

- 8:00 – 8:25 a.m.      **REGISTRATION AND BREAKFAST**
- 8:25 – 8:30 a.m.      **INTRODUCTION AND OPENING REMARKS**  
Walter M. Brown
- 8:30 – 9:45 a.m.      **FMLA AND ADA COMPLIANCE IN THE REAL WORLD**  
This interactive session will walk attendees through real-life workplace scenarios involving employees who need assistance or time off from work due to their own medical issue or a family member's medical issue. The session will provide practical tips on how to stay compliant with the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), and pregnancy discrimination laws on both the state and federal level. The scenarios will highlight lessons learned from recent court decisions and EEOC regulatory guidance, as well as issues and decisions on the horizon.  
*Presenter:* Kerri S. Reisdorff
- 9:45 – 10:15 a.m.      **PRODUCING DOCUMENTS IN AN ELECTRONIC WORLD**  
The proliferation of email, electronic data, and technology used in business has dramatically increased discovery costs from the days of paper-only files. We will discuss what the 2015 amendments to the Federal Rules of Civil Procedure have done to make document production easier and less expensive, and what other tools you can leverage to control costs.  
*Presenter:* Traer E. Cundiff
- 10:15 – 10:30 a.m.      **BREAK**
- 10:30 – 11:00 a.m.      **ERISA—WHAT YOU NEED TO KNOW**  
This presentation will explain the fiduciary exception to the attorney-client privilege in the ERISA context. We will cover how courts have analyzed and applied the exception.  
*Presenter:* Carol A. Krstulic
- 11:00 a.m. – Noon      **MANAGING PREGNANT EMPLOYEES**  
This session will address the unique challenges in managing pregnant employees and offer tips to help avoid pregnancy discrimination claims.  
*Presenter:* Shelley I. Ericsson
- Noon – 1:00 p.m.      **LUNCH PRESENTATION: HOW TO REDUCE OR AVOID VIOLENCE AND SECURITY THREATS AT WORK**  
*Presenter:* Dennis A. Davis, Ph.D.
- 1:00 – 1:15 p.m.      **BREAK**
- 1:15 – 2:15 p.m.      **GRAB BAG—MIXED TOPICS**  
This session will offer brief summaries on a handful of topics relevant to employers:  
  
Ban the Box Extended to Salary History  
*Presenter:* Walter M. Brown  
Marijuana: How Does Missouri's New Law Affect Pre-Employment Testing?  
*Presenter:* Daniel Patrick Johnson  
Strategic Considerations for Mediation  
*Presenters:* Stacy M. Bunck and AnnRene Coughlin  
Key Considerations for Settlement Agreements  
*Presenters:* Justin M. Dean and Anne L. Hershewe

2:15 – 2:45 p.m.

**WAR STORIES: LESSONS LEARNED FROM EMPLOYMENT LAW JURY TRIALS**

This presentation will include practical information gained from years of trial practice. The speakers will share key insights gained from post-trial interviews of jurors. They will also share horror stories and humorous moments from their jury trial experiences.

*Presenters:* Trina Ricketts and Walter M. Brown

2:45 – 3:00 p.m.

**BREAK**

3:00 – 3:30 p.m.

**MOCK DEPOSITION OF AN HR PROFESSIONAL: STAYING OUT OF COURT AND AVOIDING UNFAIR LAWYER TRICKS**

Our attorneys will role-play common lines of questioning that typically arise when HR representatives are deposed in an employment lawsuit. After the demonstrative questioning, we will discuss practical tips and best practices that not only allow HR professionals and their employers to “play offense” during litigation, but also maximize your chances of avoiding litigation.

*Presenters:* Michael L. Matula and Patrick F. Hulla

3:30 – 4:15 p.m.

**PARDON THE INTERRUPTION!—OGLETREE DEAKINS STYLE**

Our presenters will have two minutes each to tell you what you need to know about trending law topics.

4:15 p.m.

**CLOSING REMARKS AND PRIZE DRAWING**