

MARCH 1, 2019 YOU'RE INVITED

Ogletree
Deakins

The Birmingham office of
OGLETREE DEAKINS

presents a complimentary seminar:

**SHOW ME THE MONEY! LAWS, POLICIES, AND PRACTICES
THAT CAN ADD TO YOUR COMPANY'S BOTTOM LINE**

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

LOCATION

Auburn Marriott Opelika Resort & Spa at Grand National
3700 Robert Trent Jones Trail
Opelika, AL 36801
(334) 741-9292

DATE AND TIME

Friday, March 1, 2019
9:00 a.m. – 3:00 p.m.
(Registration and breakfast will begin at 8:30 a.m.)

COST

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

REGISTRATION

Register online at www.ogletree.com or contact Brandi Hall at (205) 714-4424 or brandi.hall@ogletree.com.

We have submitted this program to the HR Certification Institute and SHRM for review.

AGENDA

- 8:30 – 9:00 a.m. **BREAKFAST, REGISTRATION, AND Q&A**
Bring your most pressing questions to your favorite lawyers before the program for informal one-on-one discussions.
- 9:00 – 9:15 a.m. **INTRODUCTION**
- 9:15 – 10:00 a.m. **TAKING ADVANTAGE OF LAWS THAT CAN SAVE YOU MONEY**
HR and legal departments are typically thought of as cost centers that hurt rather than help the bottom line. However, there are several laws that may help HR departments and in-house counsel save their employers money. This portion of the seminar will identify some of those laws, such as wellness program provisions, the Fair Labor Standards Act's (FLSA) safe harbor provision and exemptions, and Alabama's regulation regarding severance pay, which can benefit employers implementing a reduction in force.
- 10:00 – 10:45 a.m. **MAXIMIZING THE BENEFITS OF ALTERNATIVE DISPUTE RESOLUTION**
Arbitration and mediation can save an employer from the cost of protracted litigation. But how can an employer effectively incorporate these forms of alternative dispute resolution (ADR) into its business? This panel will discuss best practices for ensuring these ADR options lead to efficient resolutions of employment claims. Topics will include how to determine the appropriate venue for each type of claim, choose an arbitrator/mediator, draft settlement agreements, and prepare the employer and witnesses for the process. In addition, we will discuss the recent U.S. Supreme Court decision in *Epic Systems Corp. v. Lewis* and its impact on drafting and enforcing arbitration agreements that include class action waivers.
- 10:45 – 11:00 a.m. **BREAK**
- 11:00 – 11:45 a.m. **THERE'S NO SUCH THING AS A 1099 EMPLOYEE—EMPLOYEE CLASSIFICATIONS**
Misclassifying independent contractors as employees continues to plague employers because government enforcement actions and class and collective actions persist. This presentation will provide recommendations on how employers can avoid misclassification claims and defend those that are filed.
- 11:45 a.m. – 12:30 p.m. **FROM HELLO TO GOODBYE—CREATING AN HR TOOLBOX THAT CAN SAVE YOU MONEY**
Effective policies and practices, as well as efficiently completing paperwork, can greatly assist employers in reducing the risk of lawsuits and minimizing potential exposure when claims are pursued. In this session, panelists will discuss steps employers can take to limit liability, including creating policies that ensure compliance with the FLSA, documenting poor performance prior to discharge, and investigating complaints of discrimination.
- 12:30 – 1:00 p.m. **LUNCH**
- 1:00 – 3:00 p.m. **SHOW ME THE MONEY: AN INTERACTIVE VIDEO WORKSHOP FEATURING BEST PRACTICES THAT CAN ADD TO YOUR COMPANY'S BOTTOM LINE**
There are many laws, policies, and procedures that can save your company money. Join our panel of experienced legal pundits for a series of interactive videos that will help you solidify your understanding of their application in the workplace.