Ogletree Deakins Invites You to Join Us for Our Annual National Educational Labor and Employment Law Seminar



event of its kind for sophisticated human resources professionals, in house councel and other business professionals. event of its kind for sophisticated numan resource in-house counsel, and other business professionals.



WELCOME FROM OUR MANAGING SHAREHOLDER



I am pleased to invite you to Ogletree Deakins' Workplace Strategies seminar, which will be held May 1-4, 2019, in Las Vegas, Nevada. I sincerely hope you can join us for this outstanding annual employment law seminar for senior-level human resources professionals and in-house counsel.

This brochure includes a detailed agenda for the seminar and the special events associated with it. As the brochure shows, we have another great program in store for 2019—with over 70 sessions and 175 speakers (including special guest speakers).

We are once again giving back to the community through our support of a local nonprofit organization. This year, we are proud and excited to support the University of Nevada, Las Vegas' (UNLV) Hailey's Hand Research Fund. This fund provides assistance to a team of faculty and students at UNLV's Howard R. Hughes College of Engineering who research, design, and print robotic prosthetics for children. You will hear more about the Hailey's Hand project during our Homer Deakins Service Award presentation on Friday, May 3.

Workplace Strategies 2019 will be held at the Bellagio, which is located in the heart of Las Vegas. Space is filling up rapidly, and we expect the program to sell out soon—so please make plans to join us now.

Over the last 30 years, this seminar and its associated events have allowed us to consistently provide our clients and friends with the latest information, trends, and strategies affecting the employer community. We will continue that important tradition this May in Las Vegas—and we look forward to having you with us.

Sincerely,

C. Matthew Keen, Managing Shareholder, Ogletree Deakins

Charles Muller Coay

10:00 a.m. Registration Opens

Noon – 1:30 p.m.

LUNCH AND SPECIAL PRESENTATION: An Inside Look at D.C. Politics: What's in Store for 2020 (and Beyond)?

Whit Ayres, Founder and President, North Star Opinion Research

With the 2020 presidential election on the horizon, and the historic midterm elections behind us, what's in store for employers over the next few years? Join our keynote speaker, Whit Ayres, a leading political pollster and consultant, for a discussion of the impact of the 2018 midterms and a look ahead to what will be an interesting next few years.

Introduction by: Ashley Prickett Cuttino (Greenville)

1:30 – 2:00 p.m.

Break

2:00 – 5:00 p.m.

PRE-CONFERENCE IMMERSION SESSIONS

1. Back to the Future! Managing Return-to-Work Issues

Coordinating and managing employee leave rights under the FMLA, ADA, USERRA, and state paid leave and workers' compensation laws present unique challenges for employers. This immersion session will examine the interaction of these laws with an in-depth look at multiple leave areas that will help employers properly manage the many nuances. An interactive portion will be included in which attendees become the judge and jury while working through challenging leave scenarios.

Moderator: Jill Garcia (Las Vegas)

Speakers: J. Carin Burford (Birmingham) • Matthew S. Effland, Vice President, Employment Counsel,

KAR Auction Services • Matthew K. Johnson (Greenville) • Christian J. Keeney (Orange County)

2. Proactive and Prepared: Making Your Company Employment Litigation-Ready

Employment lawsuits are here to stay and on the rise. How can employers proactively put themselves in the best position to prevent litigation and successfully and efficiently defend against lawsuits when they happen? The panel will discuss conducting policy audits; creating practices that mitigate risk or create efficiencies; protecting confidential information, trade secrets, and the attorney-client privilege; training managers beyond the subjects mandated by law; and more. The panel will also focus on common and avoidable problems that employment litigators see time and again.

Moderator: Lisa C. Hamasaki (San Francisco)

Speakers: Paul Lancaster Adams (Philadelphia) • Michael R. Buchanan (Dallas)

Tamsen L. Leachman (Portland (OR)) • Christopher E. Moore (New Orleans/Houston)

3. Labor Immersion: The Foundation Series

The Foundation Series is designed to prepare and develop the next generation of labor practitioners.

This session covers key information related to the National Labor Relations Act, the National Labor Relations
Board, union organizing campaigns and response, and collective bargaining. This session is intended for those
looking to gain fundamental labor law knowledge and experience, as well as those seeking a critical refresher.

Moderator: Thomas M. Stanek (Phoenix)

Speakers: Ursula A. Kienbaum (Portland (OR)) • Jimmy F. Robinson, Jr. (Richmond)

Mark M. Stublev (Greenville)





4. Documentation Deep Dive: Improve Your Performance Management Practices and Documents

During this workshop, the speakers will use humor and case studies to discuss excellent performance management documentation practices. Attendees will learn to recognize good—and not-so-good—practices, with a focus on both performance management and establishing practices that will be beneficial to employers in the event of litigation.

Moderator: Thomas E. Deer (Chicago/Indianapolis)

Speakers: James M. Barrett (Portland (OR)) • Patricia A. Matias (Orange County)

Tracy A. Miller (Phoenix) • Laurence A. Shapero (Seattle)

5. Crises and Calamities: Handling High-Profile Workplace Accidents

When a workplace accident with injuries occurs, employers must act quickly and stay calm. This interactive session will walk attendees through real-life examples of high-profile OSHA cases, including those involving fatalities, severe injuries, and potential criminal liability—all of which pose unique issues. Attendees will learn important insights for handling an OSHA investigation that will help them anticipate and prepare for these risks. The session will also discuss best practices for preparing for subsequent civil, and potentially criminal, liability.

Moderator: William S. Rutchow (Nashville)

Speakers: Kevin D. Bland (Orange County) • Dee Anna D. Hays (Tampa)

Phillip B. Russell (Tampa) • Hal A. Shillingstad (Minneapolis)

6. Finding Your Way in the Wild West: A Primer on California Employment Law

With one of the highest minimum wage rates in the country, challenging sick leave obligations, detailed meal and rest break requirements, and a plethora of similar regulations, California is a pioneer when it comes to employee protections. The magnitude and complexity of these requirements can make it difficult for HR professionals and in-house counsel to traverse the state's rugged employment law landscape. This session will provide attendees with a map for navigating common legal issues that arise under California law.

Moderator: Betsy Johnson (Los Angeles)

Speakers: Cara F. Barrick (San Francisco) • Anthony J. DeCristoforo (Sacramento)

Robert R. Roginson (Los Angeles) • Spencer C. Skeen (San Diego)

6:00 p.m. CHARITY RECEPTION: ART IN THE PARK

Join us for a special evening celebrating unique art and artists on the beautiful Bellagio Grand Patio and beside the resort's picturesque pools. By attending, you will be supporting Hailey's Hand Research Fund, which supports the unique design and production of robotic prosthetics for children through the University of Nevada, Las Vegas, Howard R. Hughes College of Engineering.



THURSDAY 05/02/19

7:00 – 8:30 a.m. Registration and Breakfast

7:30 – 8:15 a.m. Pre-Conference Special Briefings

Topics addressing the very latest labor and employment law developments will be announced

approximately two weeks prior to the program.

8:30 – 8:45 a.m. Welcome to Las Vegas!

C. Matthew Keen, Managing Shareholder (Raleigh) • Anthony L. Martin (Las Vegas)

8:45 – 9:00 a.m. Workplace Strategies 2019—Everything You Need to Know

Joseph L. Beachboard, Program Moderator (Torrance)

9:00 – 9:45 a.m. ("Headline News"—Key Developments Impacting Employers

It's been quite an interesting year for employers, with government shutdowns, immigration uncertainty, wage and hour developments, Brexit and other global changes, labor updates, continued focus on arbitration agreements, trendsetting state statutes, and, of course, more employment litigation. Join our panelists for a

spin around the latest developments—and the key ways these developments impact employers!

Moderator: Joseph L. Beachboard (Torrance)

Speakers: Margaret Carroll Alli (Detroit (Metro)) • Ron Chapman, Jr. (Dallas)

Ruthie L. Goodboe (Detroit (Metro)/Pittsburgh) • Roger James (London) Michael D. Mitchell (Houston/Miami) • Marifrances Morrison (Raleigh) Danielle Ochs (San Francisco) • James J. Plunkett (Washington, D.C.) Pietro Straulino-Rodriguez (Mexico City) • Aaron Warshaw (New York City)

Special Guests: Gregory C. Nevano, Assistant Director, Investigative Programs, U.S. Immigration and

Customs Enforcement • Jennifer R. Shapiro, Executive Director and Associate General Counsel,

JPMorgan Chase & Co.

9:45 – 10:15 a.m. Talent Management in a Volatile Economy—From Recruitment to RIFs

What a challenging environment employers face today when it comes to managing their workforces. On the one hand, employers are desperately seeking to recruit talent in a highly competitive environment, resorting even to "guerilla hiring" tactics. On the other hand, employers are preparing to potentially reduce their workforces as the economy changes. In either case, all employers are struggling to retain their best workers.

Join our panelists for a discussion of these important topics and more.

Moderator: R. Lance Witcher (St. Louis)

Speakers: Dennis A. Davis, Ph.D. (Torrance) • Janie Perelman, Co-Interim General Counsel,

The Michaels Companies, Inc. • Stephen R. Woods (Greenville)

10:15 – 10:45 a.m. Biometrics and Beyond: The Evolution of Workplace Privacy Issues

Employer use of biometric identifiers (such as retina scans, fingerprints, and facial geometry scans) and other mapping or tracking devices has increased in recent years. More broadly, as employers have collected an increasing amount of employee data, significant privacy risks have arisen. In addition, recent game-changing court rulings and state legislation expanding workplace rights may signal that the floodgates have opened for privacy class actions against employers. Join this session for a thorough discussion of these key issues and how to steer clear of the legal risks.

Moderator: Wade M. Fricke (Cleveland)

Speakers: Wes Carlisle, General Counsel, Dhanani Group • Keith E. Kopplin (Milwaukee)

Anne E. Larson (Chicago)

10:45 - 11:15 a.m. Break

11:15 a.m. - Noon BREAKOUT SESSIONS—SERIES 1

1. The Conversation Continues: Changes in Employment Immigration

Join this session to continue the conversation from the "Headline News" session with officials from the U.S. Department of Homeland Security's Immigration and Customs Enforcement agency about shifts in how the government administers employment-based immigration policies and ways employers can ensure compliance. Bring your questions for this unique opportunity to interact with experienced immigration practitioners and government officials.

Moderator: Andrew W. Merrills (Raleigh)

Speakers: Leigh N. Ganchan (Houston) • Gregory C. Nevano, Assistant Director, Investigative Programs,

U.S. Immigration and Customs Enforcement



2. Eye on Pay Equity: Practical Takeaways From Recent Litigation

Equal pay continues to be a key topic for employers—and it shows no signs of slowing down. From new state pay equity legislation to key court rulings to new global developments such as gender pay gap reporting, employers need to stay in the know in this important area. This session will provide the latest on pay equity, focusing on practical takeaways that employers can glean from pay equity litigation on topics like class certification, affirmative defenses, and more.

Moderator: Lisa Stephanian Burton (Boston)

Speakers: Lara C. de Leon (Orange County/San Antonio) • Daniella McGuigan (London)

3. Internet Ire: Social and Political Expression in the Workplace

Today's social and political discourse can often spark heated debate, which can spill over into the workplace and cause challenges for employers. How can an employer build a productive and dedicated workforce while also respecting employees' expression of their views on topics of importance to them? Join this panel for a discussion about differences of opinion in the workplace, including challenging scenarios and practical tips on effective policies and laws that may impact employees' expression.

Moderator: John G. Stretton (Stamford)

Speakers: Rebecca J. Bennett (Cleveland) • John T. Merrell (Greenville)

4. Wage and Hour Power Hour: Overtime and Other Happenings

Wage and hour issues are consistently top of mind for employers, and this year is no exception. Employers are anxiously awaiting the U.S. Department of Labor's (DOL) notice of proposed rulemaking on the Part 541 overtime regulations and guidance on what the rule will mean for their workforces. This session will also cover recent DOL Wage and Hour Division enforcement activities and regulatory initiatives, as well as steps employers can take to maximize compliance, avoid mistakes, and minimize legal risk.

Moderator: Steven F. Pockrass (Indianapolis)

Speakers: Cynthia A. Bremer (Minneapolis) • Alfred B. Robinson, Jr. (Washington, D.C.)

5. Golden Days—Top 10 California Developments

One thing employers can count on is that employment laws and rulings will constantly change and evolve in California. In the past year alone, there have been court decisions and legislation in the areas of pay equity, sexual harassment protection and training, independent contractor status, and arbitration agreements. Join this panel of California lawyers for an up-to-the-minute discussion of the latest developments employers with California employees need to know now.

Moderator: Christopher W. Olmsted (San Diego)

Speakers: Douglas J. Farmer (San Francisco) • Candace Gomez Harrison (Orange County)

6. A Deeper Dive Into Labor Developments: The First Years of the Trump NLRB

While many employers hoped the Trump NLRB would quickly reverse most of the prior Board's more controversial rulings, much remains in limbo. This session will update attendees on many important topics that labor professionals need to understand, including the current NLRB, ambush election rules, joint employment, workplace conduct policies, protected concerted activity, micro-units, union organizing trends, collective bargaining, and more.

Moderator: C. Thomas Davis (Nashville)

Speakers: Rodolfo R. (Fito) Agraz (Dallas/Raleigh) • David Rittof, President and CEO, Modern Management, Inc.

Thornell Williams, Jr. (Jackson/Atlanta)

7. Zoinks! Generation Z Joins the Workplace in Numbers

People born between the mid-1990s and late-2000s—also known as Generation Z—are expected to make up 36 percent of the U.S. workforce by 2020. Gen Zers—who grew up in the era of social media and smart technology—bring a new perspective to the workplace. Join this session for a discussion of what this diverse and independent-minded group desires and expects of their employers and how to effectively engage (and manage) them.

Moderator: Leah S. Freed (Phoenix)

Speakers: William E. Grob (Tampa) • S. Rae Gross (Detroit (Metro))

Kathleen A. Liever, Senior Associate General Counsel, Labor & Employment Law, Jabil Inc.

8. Integration Frustration! Harmonizing Workforces in M&A Transactions

During any merger, acquisition, or other corporate restructuring, companies must juggle a myriad of challenging legal issues. At the same time, employers want to avoid business disruptions and promote a smooth transition. Join this panel for a discussion of best practices for integrating workforces, corporate cultures, benefits plans, and company policies.

Moderator: Jonathan C. Wilson (Dallas)

Speakers: Karen Ehlermann, Vice President Human Resources, Brink's U.S.

Kevin J. Kinney (Milwaukee) • Stephanie A. Smithey (Indianapolis)



THURSDAY 05/02/19 (Continued)

Noon - 1:30 p.m.

LUNCH AND KEYNOTE ADDRESS: From Risk to Opportunity: Leading Through Crises

Cheryl Boone Isaacs, Immediate Past President, Academy of Motion Picture Arts and Sciences

When a crisis hits an organization, knowing how to appropriately respond and lead an organization is key. Join our keynote speaker, Cheryl Boone Isaacs, the immediate past president of the Academy of Motion Picture Arts and Sciences, as she discusses her decades of experience in the film industry and provides insight on how to effectively lead and learn through difficult situations.

Moderator: W. Scott Hardy (Pittsburgh)

1:30 - 1:45 p.m.

Break

1:45 - 2:30 p.m.

BREAKOUT SESSIONS—SERIES 2

1. "My Favorite Mistake"—Perspectives From the Plaintiffs' Bar

Back by popular demand, this session will provide a close-up look at how successful plaintiffs' attorneys view workplace litigation. A panel of well-known Las Vegas plaintiffs' employment lawyers will explain what they look for in the cases they choose to pursue, describe the common employer mistakes they have seen, and share tips on how to avoid being their next target. Bring your questions!

Moderator: Suzanne L. Martin (Las Vegas)

Maile Lani Esteban-Trinidad, The Thater Law Group, P.C. Speakers:

Christian J. Gabroy, Gabroy Law Offices

2. What You See Is All There Is: Reevaluating How Supervisors Interact With Employees

Communicating effectively with employees, receiving employee feedback, and retaining talent are important to both unionized and nonunionized employers. Understanding how people's minds work—and eliminating faulty assumptions—can improve how employers manage employee reactions to changes in the workplace. This presentation will discuss strategies for training a management team on how to understand behaviors that lead to union organizing and how to build positive employee relations.

Moderator: Elizabeth M. Soveranez (Phoenix)

Speakers: Floyd A. Clutter, Director and Senior Counsel, Allegheny Technologies Incorporated

Timothy C. Kamin (Milwaukee) • Matthew J. Kelley (Indianapolis)

3. Bundles of Joy: Parenting, Pregnancy, and the Workplace

Employers can differentiate themselves in a competitive marketplace by developing innovative programs and benefits to attract and retain top talent looking for workplaces that are accommodating of both their professional ambitions and parental responsibilities. At the same time, employers must navigate leave laws and other requirements addressing employee pregnancy and childcare issues. This session will address the wide-ranging topics that can come into play when employees are also parents—from accommodation and avoiding potential discrimination in maternity/paternity leave policies to recent developments such as federal paid family leave.

Moderator: James M. Paul (St. Louis)

Speakers: Heather J. Casagrande, Associate Corporate Counsel, Global Imaging Systems, Inc.

Tiffany Cox Stacy (San Antonio) • Michael N. Westheimer (San Francisco)





4. Creating Your Class Action "Defense in a Box": Strategic Considerations

Don't figure out your defense after a class action lawsuit hits—have it ready to go before the lawsuit comes your way. This experienced panel will share their top eight practical tips employers can implement now to minimize the risk of class action lawsuits and be prepared to effectively handle such suits should they be filed.

Moderator: J. Howard Daniel (Greenville)

Speakers: A. Craig Cleland (Atlanta) • Elizabeth A. Falcone (Portland (OR))

5. Don't Get Lost in the Weeds: The Latest on Marijuana and the Workplace

The proliferation of medical and recreational marijuana laws continues to raise issues for employers seeking to maintain drug-free workplaces. Is cannabidiol considered marijuana for drug testing purposes? How can employers determine whether there is reasonable suspicion to drug test an employee? Do employers have to engage in an interactive process with medical marijuana users? In this session, our speakers will go deep in the weeds to answer attendees' pressing questions about the lawful use of marijuana and the workplace.

Moderator: Austin E. Smith (Denver)

Speakers: Kevin D. Reese (San Francisco) • Vince M. Verde (Orange County)

6. Three-Card Brag: Talent Acquisition, Global Mobility, and the Law

Multinational employers increasingly grapple with nuance when talent acquisition intersects with global mobility and the law. To support business objectives, laws related to relocation, tax, immigration, and employment must all harmonize effectively. Join us to explore how corporate leaders pursue the three-card brag of ensuring full legal compliance, elevating the user experience, and demonstrating corporate return on investment in the process. Explore innovative approaches with thought leaders in this area who aim to drive good business decisions by collaborating cross-functionally with professionals in talent acquisition, global mobility, and the law.

Moderator: Carolyn A. Knox (San Francisco)

Speakers: Jacquelyn P. Maroney (Austin) • Diana J. Nehro (Boston/New York City)

7. Breaches Abound: Protecting Your Business From Information Indiscretion

Securing data in an online world continues to be a constant challenge, and courts are upping the ante by holding businesses liable for the transgressions of their employees and awarding damages when employee negligence or misconduct causes a breach. This session will discuss how workers can put their employers at risk and the latest developments that affect businesses in the United States and abroad. The panel will cover the protective measures courts expect employers to apply to sensitive data and provide the knowledge needed to assess an organization's personnel, technical, and legal vulnerabilities. The panel will also discuss the myriad safeguards that will help protect businesses from liability arising out of vendor-based data breaches.

Moderator: Bruce A. Griggs (Austin)

Speakers: Gary Berger, Director of Information Security, Ogletree Deakins (Greenville)

Danielle Vanderzanden (Boston/Portland (ME))

8. Made to Order: Managing the Multitude of Working Arrangements

Remote, gig, temporary, part-time—the types of working arrangements in today's marketplace seem endless, as do the legal issues that can result from them. Determining when and whether a specific local or state law applies to workers who spend only a temporary amount of time in a particular jurisdiction is an emerging challenge, as are issues such as how best to manage remote workers. This session will cover the wide variety of working arrangements in today's workplace, key issues that can arise, and strategies for reducing legal headaches.

Moderator: Keith D. Frazier (Nashville)

Speakers: M. Kimberly Hodges (Jackson/Memphis) • Kevin D. Zwetsch (Tampa)

2:30 – 2:45 p.m. Room Change





2:45 - 3:30 p.m.

BREAKOUT SESSIONS—SERIES 3

1. Keep 'Em Coming! Reducing Absenteeism Through Effective Strategies

It's no secret that companies can increase employee productivity by decreasing absenteeism. In this session, attendees will learn strategies for keeping employees at work, as well as practical skills to identify and combat chronic absenteeism. The speakers will also discuss attendance and leave policies and laws, how to identify patterns of abuse, enforcement strategies, discipline and termination, trends, and pitfalls.

Moderator: Bryant S. McFall (Dallas)

Speakers: Burton D. Garland, Jr. (St. Louis) • Penny C. Wofford (Greenville)

2. The Good, the Bad, and the Ugly: Real-World Experiences With Employment Arbitration and Class Action Waivers

This discussion of real-world experiences with employment arbitration will cover the latest challenges confronting employers using arbitration, including difficult arbitrators, mass arbitrations, complex discovery issues, and more. Based on their own experiences with arbitrations, the panelists will provide best practices for employers in crafting cutting-edge arbitration programs and conducting effective and efficient arbitrations.

Moderator: Christopher C. Murray (Indianapolis)

Speakers: Jami J. Fenner, Associate General Counsel, Hobby Lobby • Jennifer L. Santa Maria (San Diego)

3. Top Tips for Truly Effective Workplace Investigation Interviews

Employee interviews are often the key to the success of a workplace investigation. In fact, finding the truth is dependent on being as productive as possible when conducting these interviews. Join our panelists for a discussion of effective ways to start and end employee interviews, key insights on helpful preparation, and a method for asking questions that is proven to capture the most information and fill in the gaps.

Moderator: Neil V. McKittrick (Boston)

Speakers: Elizabeth M. Ebanks (Richmond) • Katherine G. Rigby (Boston)

4. OFCCP Enforcement During the Trump Administration—What Federal Contractors Need to Know

Even with fewer regulations and promises of more transparency and a business-friendly approach, the Office of Federal Contract Compliance Programs (OFCCP) continues to advance an aggressive enforcement agenda. With the issuance of several directives—including one addressing compensation discrimination—OFCCP continues to raise the bar for covered contractors and apply pressure in compliance evaluations. This session will examine the fast-moving world of affirmative action compliance, discuss noticeable trends, and provide best practices in this nuanced area of law.

Moderator: Tevis Marshall (Richmond)

Speakers: T. Scott Kelly (Birmingham) • Leigh M. Nason (Columbia)

5. Test Your Knowledge! The Multi-State Mishmash

Employers operating in multiple states have a veritable patchwork quilt of laws with which to comply. With state-specific laws relating to legalized marijuana, pre-employment background inquiries, paid sick leave, minimum wage, and more, it is more important than ever for employers to get it right. During this interactive polling session, attendees will be quizzed on their mastery of the nuances in state employment laws, and the panelists will identify and explain the correct answers and discuss risks.

Moderator: Gregg M. Lemley (St. Louis)

Speakers: Diane M. Saunders (Boston) • Michael J. Sexton (Orange County)



6. Health Plan Headache? How to Make Sense of Plan Design Options

Employers are confronted with a confusing array of options when structuring their employee health plans. This session will address new developments in health plan design, including health reimbursement arrangements and other consumer-driven plan designs. Our speakers will focus on the new options available under recently issued regulations and how these options can help employers modernize their health benefits offerings and control costs.

Moderator: Joel A. (Buddy) Daniel (Greenville)

Ruth Anne Collins Michels (Atlanta) • Daniel T. Sulton (Greenville) Speakers:

7. Losing My Religion: An Update on Religious Discrimination and Accommodation Issues

Properly handling issues involving religion in the workplace is a sensitive issue that continues to present unique fact situations and challenges for employers. And many high-profile court cases show the importance of knowing the legal framework in order to navigate the line between religious accommodation and discrimination. This session will cover the latest on religion in the workplace, including the overlap with LGBTQIA+ issues.

Moderator: Jennifer L. Colvin (Chicago)

Speakers: Katherine Dudley Helms (Columbia) • F. Barham Lewis (Houston)

Better Together: Forging Harmonious Relations Between the Legal Department and HR

In-house counsel and HR professionals have similar constituents, challenges, goals, and stressors—though sometimes their focus and objectives aren't perfectly aligned. Working together effectively, legal and HR can greatly improve risk management and reduce workplace issues and litigation. Join this workshop for a discussion of how these critical departments can achieve excellent working relations and a convergence of goals and outcomes for maximum benefit to the organization.

Moderator: Timothy A. Wolfe (Chicago)

Speakers: Maureen Cole, VP – Global Human Resources, Hu-Friedy Mfg. Co., LLC

Gregory J. Hare (Atlanta) • James J. Murphy (Washington, D.C.)

3:30 - 3:45 p.m. Break

3:45 - 4:15 p.m. The Future Is Now: Artificial Intelligence in the Workplace

As author William Gibson (who coined the term "cyberspace") said, "The future is already here—it's just not very evenly distributed." Al, robots, chat bots, blockchain, and other advanced technologies are playing a bigger role in today's workplace. They will become even more prevalent in the coming years, so it's important to understand both the opportunities and the issues that may arise. Join this panel for an entertaining and educational look at the present and the future of advanced technologies in the workplace.

Moderator: Joseph L. Beachboard (Torrance)

Jennifer G. Betts (Pittsburgh) • Patrick DiDomenico, Chief Knowledge Officer, Ogletree Deakins (Austin) Speakers:

James M. Lee, Co-Founder and CEO, LegalMation

4:15 - 4:45 p.m. The Wacky World of Employment Law

One of our most popular Workplace Strategies sessions each year is our humorous look at some of the zaniest employment law developments of the past year. The entertainment value is high, and there may even be some lessons to learn from these bizarre cases!

Melissa A. Bailey (Washington, D.C.) • Joseph T. Clees (Phoenix)

Closing Remarks and First Prize Drawing 4:45 - 5:00 p.m.

5:00 - 7:00 p.m. IT'S HAPPY HOUR—VEGAS STYLE!

Join us for a lively Vegas-style reception after a full day of informative presentations. You will enjoy local cuisine and cocktails in a fun atmosphere sure to jump-start your night on the town.

7:00 - 8:30 a.m.

Breakfast

7:30 - 8:15 a.m.

"EARLY BIRD" SESSIONS

Can You Still Have a Drug-Free Workplace? Practical Solutions for Today's Challenges
 Substance use and abuse continue to be daunting issues for both employers and employees. Using
 hypotheticals, our speakers will provide practical insights and tips for implementing drug policies,
 identifying whom employers should test, and deciding what types of testing should be conducted.
 The panel will also examine drug testing for marijuana, accommodation issues, managing the use of

prescription drugs in the workplace, and more.

Moderator: Beniamin P. Glass (Charleston)

Speakers: Rayna H. Jones (Phoenix) • David L. Zwisler (Denver)

2. Snacks, Sodas, and Spas: The Workplace Perks Toolkit

New employee perks in the workplace—such as unlimited paid time off, free snacks, and other rewards—are increasing in popularity among employees and employers. However, like many good things, legal risks may arise from providing these perks. In this session, our speakers will provide attendees with a toolkit offering an overview of the legal and practical considerations when implementing new perks in the workplace.

Moderator: Andrew E. Tanick (Minneapolis)

Speakers: Lorne O. Dauenhauer (Portland (OR)) • Ellen Toth (Cleveland)

3. Creating a Culture of Confidentiality From Onboarding to Offboarding

This session will address recommended security measures for protecting a company's confidential information and trade secrets, particularly during the often-precarious onboarding and offboarding periods. Our speakers will discuss strategies for cultivating a culture of confidentiality from the outset; maintaining that culture throughout the employment and after, including through the use of the latest forensic technology to monitor and track potential data theft and deception; and using evidence of any data breach to further protect a company's interests, even in litigation.

Moderator: Adam T. Dougherty (Dallas)

Speakers: Heidi Kuns Durr (St. Louis) • David P. Thatcher (Atlanta)

4. So Close, Yet So Far: The Employment Laws of Canada and Mexico

Our neighbors to the north and south are close in proximity, yet their labor and employment laws are markedly different from those in the United States. With more and more U.S. employers doing business in Canada and Mexico, it is more important than ever to be aware of the major differences and new developments in these countries. Join practitioners from Mexico City and Toronto for the lowdown on key principles and distinctions in Canadian and Mexican labor and employment law, including the profound changes expected under the new administration in Mexico.

Moderator: John Illingworth (Toronto)

Speakers: Hugh A. Christie (Toronto) • Pietro Straulino-Rodriguez (Mexico City)

5. Flustered by 401(k)s? Key Tips for HR Professionals

Employee benefits administration can be a daunting task for even experienced HR professionals. In this session, our panel will provide an overview of 401(k) plans and then use an interactive quiz format to cover topics such as plan design, compliance, corrections, and transactions. We will end the session with key tips for working with employees and coordinating the vendors necessary to keep your company's 401(k) plan running smoothly.

Moderator: Joel A. (Buddy) Daniel (Greenville)

Speakers: Ruth Anne Collins Michels (Atlanta) • Timothy G. Verrall (Houston)

6. Reeling in Record Retention Requirements: Tips and Common Mistakes

Employers are the keepers of extensive information on their employees, and they are constantly balancing how much information to keep and for how long. Retention requirements can be confusing and conflicting, and there are risks and costs associated with keeping too little and too much. In this session, speakers will cover key legal requirements, considerations for paper and electronic record retention, how to establish policies for electronic records, and best practices for document retention when an employee leaves the company.

Moderator: Phillip A. Kilgore (Greenville)

Speakers: Bonnie L. Martin (Indianapolis) • Marc L. Zaken (Stamford)





7. Nine of Diamonds: Seeking Crystal-Clear Clarity From the Supreme Court of the United States Supreme Court spectators witnessed a tumultuous and divisive beginning to the 2018-19 term, and the Court's current docket holds some significant cases for employers. During this term, the Supreme Court's decisions cover weighty issues involving the Age Discrimination in Employment Act of 1967, Title VII of the Civil Rights Act of 1964, and the Federal Arbitration Act. Join us for a discussion of how the Court's interpretations of these laws will affect companies' policies and agreements.

Moderator: Patrick F. Hulla (Kansas City)

Speakers: Karen M. Morinelli (Tampa) • David L. Schenberg (St. Louis)

8. Mind Over Matter: Mindfulness, Communication, and the Workplace
Growing pressure in the workplace to increase efficiencies and do more with less can wear down
employees—which, ironically, may reduce productivity. Technology permeating the workplace can also
create more—but not better—communication, which also increases stress. Many employers have turned
to mindfulness programs to help. New research suggests that mindfulness can produce physical changes
in the body that reduce stress, anxiety, and depression. Mindfulness can also improve communication and
raise creativity levels in the workplace. Join us for a session that discusses the latest research and
best practices for mindfulness programs at work.

Moderator: Andrew P. Burnside (New Orleans)

Speakers: Maria Greco Danaher (Pittsburgh) • Leslie E. Wallis (Los Angeles)

8:30 – 8:45 a.m. DAY TWO CONFERENCE KICKOFF

Homer L. Deakins, Jr., Chairman Emeritus (Atlanta)

8:45 – 9:00 a.m. PRESENTATION OF THE HOMER DEAKINS SERVICE AWARD Honoring the Hailey's Hand Research Team





9:00 - 9:20 a.m.



KEYNOTE POLICYMAKER PERSPECTIVE: Harassment Prevention in Today's Workplace Charlotte A. Burrows, *Commissioner*, U.S. Equal Employment Opportunity Commission

While sexual harassment issues have been in the spotlight in the #MeToo era, prevention of all forms of unlawful harassment is a top focus of the U.S. Equal Employment Opportunity Commission (EEOC). Join Commissioner Charlotte Burrows as she shares her insights on the prevention of workplace harassment in all its forms and provides updates on happenings at the EEOC.

Introduction by: Simone R.D. Francis (St. Thomas/New York City)

9:20 – 10:00 a.m. Panel Discussion: The Aftermath of #MeToo—Evolving Issues

Federal law has not changed, but society's responses to the serious issues raised are changing, and employers and legislatures are paying attention. This panel will discuss the latest developments, including legislation restricting nondisclosure and arbitration agreements related to sexual harassment, required sexual harassment training, and more. In addition, Commissioner Burrows will share her insights on the relationship between pay disparity and workplace harassment.

Moderator: Bernard J. Bobber (Milwaukee)

Speakers: Charlotte A. Burrows, Commissioner, U.S. Equal Employment Opportunity Commission

Jason Englund, Associate General Counsel, Bonneville International Corporation

Nonnie L. Shivers (Phoenix) • Liz S. Washko (Nashville)

10:00 – 10:15 a.m. For a Better Future: Hope, Change, and Politics

The current political moment in the United States—heavy on partisanship and low on respectful discourse—has caused many pundits to share gloomy predictions for the future. There is hope, however, and the seeds of better things to come are planted in today's political environment. Join Charles A. Gonzalez, former congressman and chair of the Congressional Hispanic Caucus, as he delivers the case for optimism in the months and years ahead.

Speaker: Charles A. Gonzalez (San Antonio), former Member, U.S. House of Representatives (D-TX)

10:15 – 10:45 a.m. Break



10:45 – 11:30 a.m. BREAKOUT SESSIONS—SERIES 4

Beyond Broken Bones: Mental Health Issues Under the ADA and FMLA
 Just when you thought you had mastered juggling ADA and FMLA compliance for physical
 impairments and injuries, you might now be confronted with an employee's mental health issue
 that affects the workplace. Not only could the employee and manager be impacted, but coworkers,
 customers, clients, patients, vendors, and others must also sometimes understand and help
 accommodate those with serious mental health conditions. Join us for a practical and informative
 session discussing how best to handle these sensitive situations.

Moderator: Rodney A. Harrison (St. Louis)

Speakers: Jana S. Baker (Dallas) • H. Bernard Tisdale (Charlotte)

2. Implementing Excellent Diversity and Inclusion Programs

Even the most well-intentioned employers that seek to recognize and encourage diverse and inclusive cultures in their workplaces face challenges, including determining where to start, what to do, and how to measure the success of their initiatives. This presentation will provide a road map for designing an effective diversity and inclusion program, practical tips for executing a comprehensive plan, and an analysis of the pitfalls to avoid in ensuring a legally compliant and successful program.

Moderator: Nonnie L. Shivers (Phoenix)

Speakers: Shafeeqa W. Giarratani (Austin) • Kimya S.P. Johnson (Philadelphia)

3. The Independent Contractor Classification Gamble: Long Shot or Sure Thing?

The use of independent contractors has not slowed down, nor has the pace of lawsuits and government enforcement actions. Significant court decisions and governmental actions at the federal and state levels in this area have been both positive and negative for employers. The panelists—who have been heavily involved in advice and litigation in this area—will get attendees up to speed on the latest developments, including litigation, mass arbitrations, investigation strategies, contractor model alternatives, and practical tips. If you use independent contractors or are thinking about it, you won't want to miss this session!

Moderator: Kevin P. Hishta (Atlanta)

Speakers: Greg Guidry (New Orleans/Lafayette) • Margaret Santen Hanrahan (Atlanta/Charlotte)

4. Top Tips for RIFs: Reducing and Reorganizing Without Legal Woes

Recent reports of layoffs and a slowing economy suggest that reductions in force (RIFs) are back. In the midst of a RIF, in-house counsel and HR professionals are often overwhelmed by the legal challenges that restructuring brings. Building on the previous day's panel discussion ("Talent Management in a Volatile Economy—From Retention to RIFs"), this session will take a closer look at the top RIF-related challenges employers face—including benefits and tax issues and unique considerations for unionized employers—and provide key tips for avoiding missteps.

Moderator: David J.B. Froiland (Milwaukee)

Speakers: Aimee E. Dreiss (Houston) • Patrick R. Martin (Minneapolis)





5. Corporate Cleanup: Creating a Culture of Compliance

As agencies, stakeholders, and the public increasingly scrutinize companies' responses to whistleblower and qui tam claims, compliance professionals' jobs get more and more complex. With a paradigm shift from focusing on establishing defenses to claims to making sure that the company is "walking the talk" on its ethical culture and commitment to compliance, many features of compliance jobs are changing as well. This session will drill down on how employers can both establish the right culture and successfully defend against challenges.

Moderator: John Gerak (Cleveland)

Margaret H. Campbell (Atlanta) • Tracie L. Childs (San Diego) Speakers:

6. The Changing Landscape of Noncompete and Trade Secrets Law

Noncompetition and trade secrets litigation has exploded in the last 10 years. State and federal laws are evolving and adapting to this increase with new legislation addressing important issues. This session will track the growth of state and federal laws—and case law—and detail how employers can and should respond. Our speakers will cover reasonable steps for corporate counsel to harmonize their trade secrets practices.

Moderator: Sharon P. Margello (Morristown)

Speakers: John C. Glancy (Greenville) • Tobias E. Schlueter (Chicago)

7. Training With Hindsight: What Your Employment Litigator Wishes You Had Trained Your Workforce to Do

What if you could turn back the clock midway through a difficult employment case? More than 20 years after the Supreme Court of the United States' seminal decisions in Faragher and Ellerth, there is a still-developing body of case law that says effective training can shield employers from significant liability. This session will focus on employee training from the perspective of litigators, with a focus on establishing affirmative defenses and ensuring best practices for company management. We will look at real-world lessons drawn from litigation that employers can apply to their mandatory training programs today.

Moderator: Angela D. Green (Dallas)

Jacqueline R. Barrett (Philadelphia) • Timothy A. Garnett (St. Louis) Speakers:

Managing Employee Data Privacy: A Worldwide Strategy for Multinational Employers While multinational employers are still focusing on compliance with the European Union (EU) General Data Protection Regulation for their EU employees, they must also comply with data privacy requirements in Latin American, Asia-Pacific, Middle Eastern, and African countries where they have employees. This session will provide best practices for organizations looking to develop a worldwide

strategy for implementing HR data privacy practices while ensuring compliance with the unique data privacy requirements in each country.

Moderator: Bonnie Puckett (Atlanta)

Speakers: Simon J. McMenemy (London) • Grant D. Petersen (Tampa)

11:30 - 11:45 a.m. **Room Change**





11:45 a.m. – 12:30 p.m. BREAKOUT SESSIONS—SERIES 5

Discrimination, Retaliation, and Harassment: The Unique Issues Presented by Third Parties
How should an employer respond when harassment or other misconduct directed toward employees
is committed by a key customer or vendor? This session will enable attendees to spot and successfully
navigate the unique issues and risks created when third parties are participants in or witnesses to unlawful
discrimination, harassment, or retaliation. Explore scenarios and recent cases involving customer bias,
third-party harassment of employees, and employees witnessing and reporting alleged harassment of
their coworkers.

Moderator: Michael H. Bell (Denver/Dallas)

Speakers: Amy M. Pocklington (Richmond) • Sean C. Urich (Dallas)

2. Work Reconstructed: Risks and Solutions in the Digital Era

Building on yesterday afternoon's general session discussion, "The Future Is Now: Artificial Intelligence in the Workplace," this presentation will take a closer look at the impact of AI and other technology on the modern workforce. The use of this new technology is giving rise to a range of compliance risks that employers could not have imagined just a few years ago. Topics will include issues related to individual and corporate social media accounts, compliance considerations related to BYOD usage and policies, and risks related to the proliferation of gig workers.

Moderator: Gary D. Eisenstat (Dallas)

Speakers: Jennifer Monrose Moore (Tampa) • Tibor Nagy Jr. (Tucson/Phoenix)

This session will discuss the issues in-house counsel might encounter depending on the type of mediation or settlement conference in which they are participating. We will discuss effective preparation and negotiation strategies for utilizing (to the company's advantage) the unique aspects of mediations and settlement conferences with private mediators, government agencies (e.g., the EEOC, FMCS, and state agencies), and judges. The speakers will use examples of real-world issues their clients have encountered and successfully addressed.

Moderator: Daniel P. O'Meara (Philadelphia)

Speakers: D. Michael Henthorne (Columbia) • Christopher J. Meister (Phoenix)

4. Even Money: Avoiding Mental Health Parity Pitfalls in Your Health Plan

Mental health parity rules are an ongoing source of claims and litigation for health plans and plan sponsors. This session will cover the applicable laws and regulations, and offer recommendations to reduce the risk of lawsuits. Our panel will also review recent developments, including coverage for wilderness therapy, equine therapy, applied behavioral analysis, and opioid-use disorders.

Moderator: Stephanie A. Smithey (Indianapolis)

Speakers: Sean P. Nalty (San Francisco) • Timothy J. Stanton (Chicago)

Examining Your Examinations and Inquiring About Your Inquiries: Strategies for Legally Compliant Medical Evaluations

Employers across the country utilize pre-employment and fitness-for-duty medical examinations and inquiries to reduce workers' compensation claims and as part of the interactive accommodation process. Depending on what stage of the employment process an applicant or employee is in, the basis for and scope of these exams and inquiries will differ significantly, with potential liability at every corner. This session will explore the legal parameters for compliant medical exams and inquiries under the ADA and FMLA, and assist employers with developing strategies to maximize compliance while retaining the benefits of the process.

Moderator: Charles L. Thompson, IV (San Francisco)

Speakers: Lucas J. Asper (Greenville) • Caroline Larsen (Phoenix)



6. It's Not Your First Rodeo (or Maybe It Is): Avoiding Critical Missteps and Protecting Your Business Through Collective Bargaining

Continuing the conversation from last year's popular bargaining session, this session will offer an in-depth analysis of some of the most important elements in first and successor contracts, including management rights, no strike/no lockout, and union security provisions. The panel will help attendees understand how seemingly benign language may pose significant future challenges and learn how to address more complex bargaining issues such as healthcare, arbitration covering individual/EEO claims, and no-match letters.

Moderator: Jacqueline M. Damm (Portland (OR))

Speakers: Maria Anastas (Los Angeles) • Eric C. Stuart (Morristown)

7. Workers' Compensation and the FMLA: Properly Investigating and Handling Occupational Injuries

Many employers don't realize that a majority of workers' compensation injuries and illnesses also qualify as serious health conditions for FMLA purposes. A key to ensuring that a company doesn't miss the requirements of leave statutes, such as (but not limited to) the FMLA, is investigating strategically and promptly when an employee is injured. This session will provide attendees with keys to conducting such investigations and identifying the leave implications of a workplace injury.

Moderator: Margaret S. Lopez (Washington, D.C.)

Speakers: Tina M. Bengs (Chicago/Indianapolis) • Eric E. Hobbs (Milwaukee)

8. Improving the Crystal Ball: Better Decisions Through Big Data

Success in your job rests on your ability to predict the future. What will happen if we go to trial? Are we going to get sued if we fire this manager? In this session, you won't need an advanced degree in statistics to learn how to leverage big data and predictive analytics in a user-friendly way to improve performance and make better decisions.

Moderator: Benjamin R. Holland (Charlotte)

Speakers: Andrew J. Cook, Ph.D., Director of Data Analytics, Ogletree Deakins (Torrance)

Evan R. Moses (Los Angeles)

12:30 – 12:45 p.m. Break

12:45 – 1:30 p.m. "LUNCH WITH THE LAWYERS"

1:30 – 2:00 p.m. Pardon the Interruption!—Workplace Strategies Style

With so many sessions to choose from, you can't attend them all. So we've asked speakers from the most popular sessions to provide highlights and key takeaways from their programs—all while on a shot clock. This presentation is guaranteed to be fast-paced, fun, and interesting!

2:00 - 2:30 p.m.





Dr. Richard K. Pimentel, *Senior Partner*, Milt Wright & Associates, Inc.

With one of the most diverse labor pools in history, HR professionals and in-house counsel are rising to provide the professional state of their organizations. Join Dr. Richard Rimontel

new challenges and taking a leading role in the success of their organizations. Join Dr. Richard Pimentel, a decorated Vietnam veteran and influential advocate for individuals with disabilities, as he shares lessons learned on leadership, motivation, and optimism in the face of adversity.

Introduction by: Charles B. Baldwin (Indianapolis)

2:30 – 2:45 p.m. Main Conference Closing and Grand Prize Drawing

3:00 – 5:00 p.m.

POST-CONFERENCE SPECIAL SESSIONS

1. FMLA Jeopardy!

Test your knowledge of the many nuances of the federal Family and Medical Leave Act (FMLA). From coverage issues to intermittent leave and return-to-work issues, attendees will be quizzed on fundamental and discrete points and questions under the FMLA. Valuable prizes will go to the top contestants!

Moderator: Eva W. Turner (Dallas)

Speakers: Sarah J. Platt (Milwaukee) • Michael M. Shetterly (Greenville)

2. Cross-Border Conundrums in Workplace Investigations

Conducting an investigation correctly and with sensitivity is more important than ever—especially in a global context. In-house counsel and HR professionals must know not only the legal framework in the country at issue, but also key cultural considerations. This session will provide an overview of the dos and don'ts when conducting international investigations, including critical topics like the timing of the investigation, whom to involve, and procedures for making sure the investigation is legally sound and culturally appropriate in the country at issue.

Moderator: Carson G. Burnham (Boston)

Speakers: Dr. Ulrike Conradi (Berlin) • Cecile Martin (Paris) • Stephen Shore (Toronto)

Stephani (Stevie) Williams, Managing Labor Counsel, IKEA

3. Ethics in Settlement Discussions, Collective Bargaining, and Other Negotiations (Ethics CLE credit may be available)

What are the parameters of what attorneys can—and should—disclose (and when) during settlement discussions and other negotiations? This session will explore acceptable and unacceptable practices for attorneys in settlement discussions, collective bargaining, and other negotiations as they relate to Rule 4.1 of the Model Rules of Professional Conduct.

Moderator: Daniel O. Canales (Chicago)

Speakers: Anthony B. Byergo (Seattle) • Janice G. Dubler (Philadelphia)

Michael L. Matula (Kansas City)



4. Handbook Hygiene Workshop: Don't Play High Stakes With Your Policies

As federal and state laws continue to evolve, it is crucial for employers to keep their employee handbooks up-to-date. This session will provide updates on the latest revisions employers should consider making to their handbooks based on new laws, directives, and best practices. Highlights will include best practices for compliance with state laws as a national employer, the challenges of paid sick leave law compliance and PTO policies, and nondiscriminatory parental leave policies. Come prepared to incorporate what you've learned over the past few days in this workshop.

Moderator: Kristin Snyder Higgins (Dallas)

Speakers: Stacy M. Bunck (Kansas City) • Donald D. Gamburg (Philadelphia)

Charles E. McDonald, III (Greenville)

5. What's It Worth? Case Valuation Workshop

Predicting the cost of litigation is a seemingly impossible task—but there are strategies and tactics that can help. This workshop will discuss tools for assessing what a case is worth, identifying the risks in terms of an organization's overall business strategy, and communicating the valuation in terms that corporate boards and CFOs can appreciate.

Moderator: Mark H. Burak (Boston)

Speakers: Gary Bunce, Assistant General Counsel, Delta Air Lines, Inc.

Marrian S. Chang (Los Angeles) • Robert R. Niccolini (Washington, D.C.)

5:00 – 7:00 p.m. A SYMPHONY OF FOUNTAINS—SPECIAL RECEPTION AT HYDE (Sponsored by Ogletree Deakins Compliance Solutions)

Wrap up the week with a reception at the opulent Hyde Bellagio. Savor local cuisine with cocktails while overlooking the famous dancing fountains of Bellagio—an experience not to be missed.



SATURDAY 05/04/19

8:00 - 9:00 a.m.

Breakfast and Roundtable Discussions

9:00 – 10:00 a.m.



DRIVING DIVERSITY: The Power of Culture Audits

Ripa Rashid, Managing Director, Culture At Work, A Working Mother Media/Bonnier Company

Corporate diversity and inclusion strategies often rely on incomplete data because companies are hesitant to gather discoverable data on barriers faced by diverse employees. Truly impactful strategies, however, cannot be built without capturing the "voice of the employees." Join our keynote speaker, Ripa Rashid, for an engaging discussion of culture audits—what they are, how to conduct them, and how they can be key to drive diversity and inclusion.

Introduction by: Kerri S. Reisdorff (Kansas City)
(Sponsored by the Ogletree Deakins Women's Initiative (ODWIN)

10:00 - 10:15 a.m.

Break

10:15 - 11:30 a.m.

POST-CONFERENCE INTERACTIVE SESSIONS

1. What Is Your EQ? Recognizing and Managing Emotions in an Impassioned World

HR professionals and in-house counsel are constantly presented with intense emotions: during investigations, when dealing with performance issues, or when assisting employees with personal health or other issues that impact their work. These challenges have only intensified in today's political and social environment. How can HR professionals and in-house counsel recognize and manage the sometimes-tempestuous emotions of others while keeping their own emotions in check? Join this discussion of emotional intelligence and gain important tips for keeping the workplace on an even keel during the toughest of times. (Specialty CLE credit may be available.)

Speakers: Maria Greco Danaher (Pittsburgh) • Monique Gougisha Doucette (New Orleans)

2. Dear Ogletree: Answers to Your Wackiest and Most Challenging Scenarios

Have you ever wished you could ask your labor and employment counsel a question about an issue you were facing in the workplace? Here's your chance! Join us for this entertaining and educational session in which our panelists will answer a variety of questions on challenging workplace issues, from the weird to the complex, posed by attendees. The panelists will also discuss lessons learned from real-world experiences and offer tips and strategies for navigating these challenges.

Speakers: Jennifer S. Rusie (Nashville) • Roger G. Trim (Denver)

 $\Delta \bar{\Delta}$ 3. Lawyer Meets World (Wide Web): Social Media and Ethics (Ethics CLE credit may be available)

In a world where people a lawyer has not talked to since high school can endorse his or her legal skills online, where looking at a juror's online profile may automatically generate a message to said juror, and where an Internet mob may be more feared than the pitchfork-toting variety, social media presents a lot of ethical hazards. Model Rules of Professional Responsibility 1.0, 1.1, 1.18, 7.2, and 7.3, as well as many state bar rules, come into play when attorneys use social media. Join us for the latest refresher on the biggest ethical mistakes attorneys can make online.

Speakers: Sam R. Fulkerson (Oklahoma City) • Frank L. Tobin (San Diego)

4. Building a Successful Immigration Program: Key Planning Considerations for Active Businesses

This session will provide a survey of the varied business issues implicated in, and affected by, an organization's immigration program. The speakers will offer recommendations on steps employers can take to protect their interests on these fronts. Topics will include navigating the hiring process when an applicant needs a sponsor; dealing with mergers and acquisitions, layoffs, and corporate restructurings; anticipating and handling expiration dates; utilizing STEM OPT students; determining a visa strategy; identifying options in the face of a denial or delay in order to minimize the impact on projects; and protecting employee data at home and abroad.

Speakers: Brian D. Bumgardner (Raleigh) • Lee Gibbs Depret-Bixio (Columbia)



OUR SPECIAL GUEST SPEAKERS



Whit Ayres Founder and President North Star Opinion Research



Charlotte A. Burrows Commissioner U.S. Equal Employment Opportunity Commission



Cheryl Boone Isaacs Immediate Past President Academy of Motion Picture Arts and Sciences



Gregory C. NevanoAssistant Director, Investigative Programs
U.S. Immigration and Customs Enforcement



James M. Lee Co-Founder and CEO LegalMation



Dr. Richard K. Pimentel *Senior Partner* **Milt Wright &** Associates, Inc.



Ripa Rashid Managing Director Culture At Work, A Working Mother Media/Bonnier Company

Gary Bunce

Assistant General Counsel Delta Air Lines, Inc.

Wes Carlisle

General Counsel Dhanani Group

Heather J. Casagrande

Associate Corporate Counsel Global Imaging Systems, Inc.

Floyd A. Clutter

Director and Senior Counsel
Allegheny Technologies Incorporated

Maureen Cole

VP – Global Human Resources Hu-Friedy Mfg. Co., LLC

Matthew S. Effland

Vice President, Employment Counsel KAR Auction Services

Karen Ehlermann

Vice President Human Resources Brink's U.S.

Jason Englund

Associate General Counsel
Bonneville International Corporation

Maile Lani Esteban-Trinidad

The Thater Law Group, P.C.

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Senior Associate General Counsel, Labor & Employment Law Jabil Inc.

Janie Perelman

Co-Interim General Counsel
The Michaels Companies, Inc.

David Rittof

President and CEO
Modern Management, Inc.

Jennifer R. Shapiro

Executive Director and Assistant General Counsel JPMorgan Chase & Co.

Stephani (Stevie) Williams

Managing Labor Counsel IKEA





WEDNESDAY, MAY 1, 2019 Charity Reception: Art in the Park

Join us for a special evening celebrating unique art and artists on the beautiful Bellagio Grand Patio and beside the resort's picturesque pools. By attending, you will be supporting Hailey's Hand Research Fund, which supports the unique design and production of robotic prosthetics for children through the University of Nevada, Las Vegas, Howard R. Hughes College of Engineering.

THURSDAY, MAY 2, 2019 It's Happy Hour—Vegas Style!

Join us for a lively Vegas-style reception after a full day of informative presentations. You will enjoy local cuisine and cocktails in a fun atmosphere sure to jump-start your night on the town.

FRIDAY, MAY 3, 2019 Homer Deakins Service Award

Each year, Ogletree Deakins presents the Homer Deakins Service Award to recognize a person or a group of people who, through selfless and courageous action, have dedicated themselves to helping and inspiring others, demonstrating the true spirit of giving. In 2019, this award will be presented to Hailey Dawson and a group of faculty and students from the University of Nevada, Las Vegas' (UNLV) Howard R. Hughes College of Engineering. The UNLV Hailey's Hand team designs and produces cost-effective robotic hands for children such as Hailey, who was born with a rare birth defect called Poland syndrome and is missing most of the fingers on her right hand. Over the past four years, Hailey and the UNLV Hailey's Hand team have helped bring national attention to Poland syndrome and cost-effective solutions for children. Our 2019 Homer Deakins Service Award recipients will be honored in a presentation on Friday morning.

FRIDAY, MAY 3, 2019 A Symphony of Fountains—Special Reception at Hyde

(Sponsored by Ogletree Deakins Compliance Solutions)

Wrap up the week with a reception at the opulent Hyde Bellagio. Savor local cuisine with cocktails while overlooking the famous dancing fountains of Bellagio—an experience not to be missed.





DETAILED REGISTRATION INFORMATION

DATES

May 1-4, 2019

Pre-Conference Immersion Sessions (May 1)
Post-Conference Interactive Sessions (May 4)

LOCATION

Bellagio 3600 Las Vegas Boulevard South Las Vegas, Nevada 89109 702-693-7111 (General inquiries) 888-987-6667 (Reservations)

COST

\$895 per person for clients of the firm \$1,395 per person for all others

(includes breakfasts, lunches, pre- and post-conference activities, receptions, and extensive program materials)

GROUP RATES

Contact us for information regarding special group rates.

Please let us know if you require any special meals, services, or accommodations.

HOTEL RESERVATIONS

Hotel reservations can be made by calling Bellagio directly at 888-987-6667 and requesting the Ogletree Deakins Workplace Strategies seminar rate of \$242 per night plus a resort fee of \$20 per night. You can also use the Bellagio's reservation portal link. The hotel block is limited, so please make your reservations as soon as possible. A credit card is required to guarantee each reservation. The special room rate is guaranteed until April 8, 2019, or until the room block is sold out (whichever occurs first).

CANCELLATION POLICY

Cancellations received at least one week prior to the seminar are subject to a \$50 handling fee. Cancellations made fewer than five working days prior to the seminar are not refundable; however, you may send a substitute.

CLE INFORMATION

Continuing legal education (CLE) will be requested for this program. Please note that Alabama CLE credit is not available for this program. Please email any CLE-related questions to cle@ogletree.com. This program qualifies for both experienced and newly admitted attorneys. Attorneys who need financial aid to attend may view the policy here: https://tinyurl.com/clefinancialaid.

NOTE: This program is exclusively designed for management representatives of employers. The provider retains the right to deny the registration of others at its discretion.

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