PROGRAM AGENDA

MAY 1 * 4, 2024



Ogletree Deakins invites you to join us for our annual national educational labor and employment law seminar.

WASHINGTON HILTON 1919 Connecticut Avenue NW Washington, D.C. 20009

> Ogletree Deakins' annual Workplace Strategies seminar is a premier event for sophisticated human resources professionals, in-house counsel, and other business professionals.

WASHINGTON



WELCOME FROM OUR NEW MANAGING SHAREHOLDER

I am pleased to invite you to Ogletree Deakins' Workplace Strategies seminar, which will be held May 1–4, 2024, at the Washington Hilton in Washington, D.C. This is our first time holding the program in D.C., so I am particularly excited to invite you to Workplace Strategies 2024. I sincerely hope you can join us for our annual labor and employment law seminar for human resources professionals and in-house counsel.



This brochure includes a detailed agenda for the seminar and the special events associated with it. As you can see, we have another great program in store for 2024—featuring 65 informative sessions and nearly 200 speakers

(including special guest speakers). New this year, we are excited to feature "Designed for Attorneys" and "Advanced HR" topics in each breakout session.

I am pleased that we will continue our tradition of giving back to the host community through our support of a local nonprofit organization. This year, we are proud to support ScholarCHIPS, a deserving organization that provides college scholarships, mentoring, mental health support, and a peer support network to college-bound young adults who have incarcerated parents. You will hear more about ScholarCHIPS on Friday, May 3.

Registrations for Workplace Strategies 2024 will be rapidly filling, so please register soon if you are planning to attend. I hope to see you there!

Sincerely,

Liz S. Washko, Managing Shareholder

FEATURING 65 SESSIONS AND NEARLY 200 SPEAKERS (including special guest speakers)





10:00 a.m.

Registration Opens

Noon – 1:30 p.m.

LUNCH AND SPECIAL PRESENTATION: 10% Happier: Boosting Your Happiness Quotient



Dan Harris, #1 New York Times Bestselling Author, Former Co-Anchor of Good Morning America Weekend Edition

Join Dan Harris as he delivers an interactive and thought-provoking keynote presentation on the power—and practicality—of meditation and mindfulness, which he believes is "the next public health revolution." In this wise and funny speech, Harris will share his own years-long quest to improve his relationships with everyone (starting with himself) after failing to find happiness through workaholism and substance abuse. He will explore how and why some of today's most successful organizations have incorporated things like meditation as a way to improve corporate culture and boost employee performance and well-being—and share practical techniques to apply in your own life and organization.

Welcome and Introduction by: Tobias E. Schlueter (Chicago)

1:30 - 2:00 p.m.

BREAK

2:00 – 5:00 p.m.

PRE-CONFERENCE IMMERSION SESSIONS

1. Getting to the Truth in Workplace Investigations

Workplace investigations have become more frequent and critical in recent years—and it's important to get them right. One of the key aspects of any investigation is to create an environment where witnesses are comfortable with providing honest, complete answers. Join this session to learn how to ask effective questions, interview reluctant witnesses, obtain relevant evidence, assess credibility, and arrive at a legally defensible decision. The speakers will discuss scenarios and provide tips for getting to the truth.

Moderator: Cynthia A. Bremer (Minneapolis)

Speakers: Kyle T. Abraham (Portland (OR)) • Theresa R. Parish Berry, Senior Counsel – Labor & Employment,

Corteva Agriscience • Scott James Preston (Indianapolis)

2. Defending DOL Audits and Other Enforcement Actions

When the U.S. Department of Labor (DOL) knocks on the door, HR officials' lives can change in a hurry. It is critical to be prepared and to handle DOL audits and investigations appropriately. This immersion session will cover DOL trends in enforcement actions, identify proactive tips and strategies employers can utilize to prevent the DOL from knocking at the door, and provide tips and tools for if and when the DOL opens an investigation. The session will cover a wide variety of DOL audits and investigations, including those involving wage and hour, Family and Medical Leave Act (FMLA) issues, and more.

Moderator: Amanda T. Quan (Cleveland)

Speakers: Christopher J. Meister (Phoenix) • James M. Paul (St. Louis/Tampa) • Michael D. Ray (Charlotte/Chicago)

3. Campaigning Uphill: The Changing Landscape of Union Organizing Efforts

Unions are continuing to evolve their strategies for organizing, with support from a labor-friendly National Labor Relations Board (NLRB) and new technology and tactics. Union campaigns and wins continue to increase with hundreds of elections won by unions involving thousands of workers in 2023. The threat to non-union employers is real and substantial. Experience the pace, issues, and stress faced during a real union organizing campaign followed by a mock union election, along with strategies to address potential employee work stoppages and strikes.

Moderator: Rodolfo R. (Fito) Agraz (Dallas/Raleigh)

Speakers: Daniel A. Adlong (Orange County) • Jazmyn J. Barrow (Cleveland) • Benjamin P. Glass (Charleston)

Norma Manjarrez (Chicago)



WEDNESDAY

MAY 1, 2024 (CONTINUED)

4. Keeping Up With the OFCCP From A to Z

This session will cover Office of Federal Contract Compliance Programs (OFCCP) compliance basics and best practices in light of the changes and, at times, challenges that may arise with the current administration's decision-making. The panel will cover everything from the design and development of defensible affirmative action programs to the use of effective applicant tracking and compensation systems, including artificial intelligence in recruiting and selection, as well as outreach and recruitment strategies to prepare for the defense of OFCCP audits. It's sure to be a lively and informative session you won't want to miss.

Moderator: Leigh M. Nason (Columbia)

Speakers: T. Scott Kelly (Birmingham) • Nakisha Pugh, Director of Education and Partner Engagement, OFCCP

Tina T. Williams, Acting Deputy Director, OFCCP

5. Beyond Boot Camp: The Essentials of Compensation and Benefits Plans Audits

Join this session for an in-depth discussion about the processes and strategies for handling retirement plan and health plan audits. The session will include a mock audit of a retirement plan and a health plan during which the speakers will review responding to document requests from both the DOL and Internal Revenue Service, conduct a mock interview, and discuss best practices for working with the applicable agency to resolve any identified issues.

Moderator: Ruth Anne Collins Michels (Atlanta)

peakers: Kristine M. Bingman (Portland (OR)) • Lou Leslie, Technical Advisor to the Director, Employee Plans,

Internal Revenue Service • Eric D. Penkert (Greenville) • David S. Rosner (Washington, D.C.)

Stephanie A. Smithey (Indianapolis)

6. Cross-Border Conundrums: Key Issues for Multinational Employers

Join our cross-border attorneys for a dynamic discussion of top-of-mind labor and employment topics for multinational employers. From data privacy and pay equity to remote work assignments and workforce reductions, this session will provide practical takeaways on some of today's hottest topics in Europe, Mexico, Canada, and beyond.

Moderator: Diana J. Nehro (New York/Boston)

Speakers: Shirin Aboujawde (London) • Marc Burrows, Head of Global Mobility Services and Partner, KPMG

Michael Comartin (Toronto) • Oscar Margáin Vega (Mexico City)



7:00 - 10:00 p.m.

Welcome Reception and Dinner at the Donald W. Reynolds Center for American Art and Portraiture

Join us for the opening reception at the stunning Donald W. Reynolds Center for American Art and Portraiture, home to the Smithsonian American Art Museum and the National Portrait Gallery. Enjoy dinner and refreshments in the beautiful glass canopy courtyard and don't miss the amazing art housed inside the museum—including the America's Presidents Portrait Gallery. The reception will honor this year's charity award recipient, ScholarCHIPS, a deserving nonprofit organization that provides college scholarships, mentoring, mental health support,

and a peer support network to college-bound young adults who have incarcerated parents. Since it was founded in 2010, ScholarCHIPS has donated more than 2,500 hours of mentorship

and funded nearly 90 scholarships.







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

8:30 – 8:45 a.m. Welcome to Washington, D.C.!

Liz S. Washko, Managing Shareholder (Nashville) • James J. Murphy (Washington, D.C.)

8:45 – 9:00 a.m. Workplace Strategies 2024—Everything You Need to Know

Dennis A. Davis, Ph.D. (Torrance) • Shafeega W. Giarratani (Austin)

9:00 – 9:45 a.m. Artificial Intelligence: The Latest on AI Tools and Issues in the Workplace

The use of artificial intelligence (AI) by employers continues to be a very hot topic of discussion. And with the U.S. Equal Employment Opportunity Commission's (EEOC) continuing focus on AI—not to mention the plaintiffs' bar's—employers may be left to wonder: what are the top tools for compliance and optimization, as well as the biggest concerns? How does the past and present use of generative AI in the workplace affect the future of it? Join this session as the speakers cover the latest considerations and developments in this increasingly important area.

Moderator: Jennifer G. Betts (Pittsburgh)

Speakers: Timothy Fox, Director of Practice Intelligence and Analytics (Los Angeles) • Danielle Ochs (San Francisco)

9:45 - 10:15 a.m.

KEYNOTE POLICYMAKER PERSPECTIVE: Where to Turn When the Political Climate Heats Up Amy Walter, *Publisher and Editor-in-Chief, Cook Political Report With Amy Walter*



There will be so much to discuss during the 2024 election year, and Amy Walter speaks with aplomb about the electoral process, congressional culture, and the Washington political scene as a whole. Join Amy as she provides an even-handed discussion about the political climate in Washington, and discusses the latest data on what to possibly expect in the 2024 elections.

Introduction by: James J. Plunkett (Washington, D.C.)

10:15 - 10:45 a.m.

SCOTUS's Affirmative Action Rulings: The Implications for Employers

Since the Supreme Court of the United States (SCOTUS) held race-based college admissions to be unconstitutional last year, employers rightfully have been wondering what the holding means for diversity, equity, and inclusion (DEI) efforts in the workplace. In this session, the speakers will discuss the legal framework for employers to consider when evaluating their voluntary DEI programming, including how to conduct a risk assessment of DEI programs, conflicting state laws, and questions specific to federal contractors. The speakers will offer practical tips for designing and sustaining legally defensible DEI initiatives, including creative strategies to meet company goals without running afoul of the law.

Moderator: Shafeega W. Giarratani (Austin)

Speakers: T. Scott Kelly (Birmingham) • Nonnie L. Shivers (Phoenix)

10:45 - 11:15 a.m.

BREAK

11:15 a.m. - Noon

BREAKOUT SESSIONS-SERIES 1

1. D.C. Download: A Closer Look at What to Expect From D.C. and the 2024 Elections

As a follow-up to Amy Walter's presentation, join former U.S. Representative Charlie Gonzalez and former U.S. Chamber of Commerce Director of Labor Policy Jim Plunkett, for a deep dive into what's happening in D.C., and what employers might expect to see in the 2024 elections. Bring your questions!

Moderator: James J. Murphy (Washington, D.C.)

Speakers: Charles A. Gonzalez (San Antonio) • James J. Plunkett (Washington, D.C.)

2. Stray Remarks, Snarky Comments, and Gossip: When Do They Cross the Line?

Many workforces and work groups include plenty of extraneous banter—just like in high school. But sometimes even seemingly friendly comments and jokes about a person's appearance, demeanor, or activities can cause offense. And what about the display of possibly offensive TikTok videos, music, or the like? Join this session for a discussion about common scenarios that can happen and when and how HR needs to get involved to avoid hostile environment or other discrimination claims, and to keep the workplace positive for everyone.

Moderator: Michael D. Wilson, Jr. (San Francisco)

Speakers: Adam T. Dougherty (Dallas) • Nicole R. McAtee (Los Angeles)







3. Tricky Leave and Accommodation Requests: Key Scenarios to Show the Way

Leaves of absence and accommodation requests under the FMLA, Americans with Disabilities Act (ADA), and Pregnant Workers Fairness Act (PWFA) continue to tick upward, and the trend is likely to continue. With this increase comes a wider variety of requests, especially with regard to accommodations. This session will explore various hypotheticals based on real-world scenarios, as well as some posed by the audience. Hypotheticals will include whether an employee returning from FMLA leave can be required to handle backlogged work, whether there is a duty to accommodate an employee's request when the request involves getting to the workplace, and other uncommon and puzzling situations.

Moderator: Tevis Marshall (Richmond)

Speakers: Stacy M. Bunck (Kansas City) • John G. Stretton (Stamford)

4. Effective Collaboration Between HR and Other Business Leaders Advanced HR Session

The leaders of every organization—from C-suite and in-house legal to HR and operations—bring different perspectives to the table, but all have the common goal of managing a thriving and successful business. A key trait of great HR leaders is to be able to promote HR's goals and interests in partnership with these other leaders. Join this panel for a discussion of how to manage expectations and harmonize different leadership viewpoints to reach shared objectives, and how to deal with conflict and ensure a solid seat for HR at the table.

Moderator: Caren S. Marlowe (Tampa)

Speakers: Sonya Granillo-Cathey, Senior Director and Privacy Officer, Arizona Tile • James M. McGrew (New Orleans)

Yvonne Taylor, Chief Human Resources Officer, Goodwill Industries-Suncoast, Inc.

5. Clear or Opaque? The Latest on Pay Transparency Laws and Cases

Although certain aspects of pay transparency laws may remain a bit hazy, what's clear is these laws are a big issue for employers. As states continue to adopt pay transparency legislation, more employees are getting access to pay data, and employers are having to navigate new compliance requirements. This session will examine strategies to handle (or avoid altogether) employee complaints related to pay and offer best practices for investigating pay-related complaints. In addition, the speakers will discuss the increasing number of class action cases and administrative enforcement actions in this area and how to prepare for and ward off litigation.

Moderator: Adam T. Pankratz (Seattle)

Speakers: Kelly M. Cardin (New York/Stamford) • Christopher W. Olmsted (San Diego)

6. Restrictions on Workplace Policies, Confidentiality Agreements, Restrictive Covenants, and More! The Latest From the NLRB

In the last year, the NLRB has continued an onslaught of rulings and guidance impacting employers' ability to manage their workforces. These rulings are broadly applicable and cover multiple aspects of work, including workplace conduct rules, joint employment, union elections rules, confidentiality agreements, restrictive covenants, and more. Join this session as the speakers cover the many key developments from the Board in 2023 and 2024, so you can be more prepared than ever to avoid challenges and issues.

Moderator: Thomas M. Stanek (Phoenix)

Speakers: Kevin J. Kinney (Milwaukee) • Elizabeth M. Soveranez (Phoenix)

7. The Legal Department's Role and Responsibilities in a Crisis Designed for Attorneys

In-house counsel play a critical role in responding to and managing myriad potential crisis situations faced by employers. Whether it is a situation involving a high-profile claim of workplace misconduct, government enforcement actions, social justice issues, labor organizing, or a workplace fatality or serious injury matter, the lawyers in the legal department have to manage their role and responsibilities with various stakeholders—both internal and external. And, to make matters more challenging, crises tend to develop very quickly. Join this session for a discussion of effective preparedness and response, and potential landmines to avoid.

Moderator: Phillip B. Russell (Tampa)

Speakers: Sarah Kerrigan, Sr. VP, Division GC and HR, IES Holdings, Inc.

Kevin J. O'Neill, Associate General Counsel, Packer Sanitation Services, Inc. • Stephen J. Quezada (Houston)

8. Post-Merger Integration of Employment Policies, Benefits, and Compensation Agreements

Post-transaction merger integrations are a critical step in harmonizing the cultures and workforces of a buyer and seller. A well-thought-out integration plan is essential in ensuring the merged entity retains its workforce post-transaction and is able to attract new talent for future success. This includes pre-transaction due diligence of both the buyer's and seller's arrangements, understanding the goals and objectives of the transaction, and risk assessment. The panel will explore all aspects of the post-merger integration process, from planning to implementation, to help ensure a successful post-transaction integration.

Moderator: Timothy G. Verrall (Houston)

Speakers: Taylor Bracewell (Atlanta) • Kathleen D. Weron (Salt Lake City)



Noon – 1:30 p.m.

NETWORKING LUNCH



1:30 - 2:15 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 Washington, D.C., 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: Robert R. Niccolini (Washington, D.C.)

Speakers: Lisa J. Banks, Partner, Katz Banks Kumin LLP

Kellee Boulais Kruse, Principal, The Employment Law Group

2. The Complicated Web We Weave in Complying With Accommodation and Leave Laws Advanced HR Session

The number of federal and state laws that potentially come into play when an employee requests a leave of absence or reasonable accommodation has increased dramatically, and a compliant process for one may not equal a compliant process for others. In this session, the speakers will map the intersection of the FMLA, ADA, PWFA, workers' compensation, short- and long-term disability, and state law, and lay out the best steps for developing a compliant process. Join this advanced session for practical tips, including how to identify key internal players, check for compliance gaps, and not take a wrong turn when handling leave and accommodation requests.

Moderator: Michael J. Murphy (Washington, D.C.)

Speakers: Sheri L. Giger (Pittsburgh) • Charles L. Thompson, IV (San Francisco)

3. Tempest in a Teapot: When Workplace Investigations Uncover Potential Crimes Designed for Attorneys

Workplace investigations are challenging enough, but what's an employer to do when evidence of serious criminal activity surfaces in the midst of an inquiry? From evidence of illegal pornography on a company computer, to assaults, embezzlement, violations of corrupt practices laws, and much more, criminal issues add a significant layer of complexity to investigations. Issues can include reporting obligations to law enforcement or regulatory agencies, and preservation of evidence and cooperation needs. And, disclosure may raise issues related to privacy, non-disclosure of trade secrets, and the attorney-client privilege. This session will highlight the many issues and provide a roadmap for handling these complex scenarios while mitigating overall risk.

Moderator: Tiffany Cox Stacy (San Antonio)

Speakers: Lisa Stephanian Burton (Boston/Portland (ME)) • Lisa C. Hamasaki (San Francisco)







4. California Lite? Expanding Employee Protections in Activist States

From reproductive health choices and polyamorous relationships to CROWN Act expansion and new rights for temporary workers, protected classes are growing in number and scope across the country. In this session, the speakers will explore the many states and local governments actively expanding the rights of historically and newly-identified classes of protected employees—varying widely state by state—of which employers should be aware.

Moderator: Jennifer L. Colvin (Chicago)

Speakers: Sandi F. Dubin (New York) • Laurence A. Shapero (Seattle) • David L. Zwisler (Denver)

5. Addressing Threats of Workplace Violence With Restraining Orders: What Employers Can Do

Keeping your workers and workplace safe today may require more than a well-thought-out anti-violence policy and effective training. Employers may need to take legal action to attempt to protect employees from former employees or others who present a tangible threat of violence. In this session, the speakers will review the legal channels available to employers, such as civil or criminal restraining orders against individuals making threats of violence, and when to consider taking such a step.

Moderator: Daniel G. Cohen (Detroit (Metro))

Speakers: Amy V. Bianchini (San Diego) • Matthew P. Gizzo (New York/Dallas)

6. Keeping Your Company Wage and Hour Compliant 24/7

Be sure to clock in for this session where the panel will discuss wage and hour considerations from multiple stages of the employment relationship, including pay transparency and decision-making upon hire, determining exempt status, and final pay and accrued leave payouts upon terminations and layoff. The speakers will also highlight key state law wage and hour developments impacting multistate wage and hour compliance.

Moderator: Thomas E. Deer (Chicago/Indianapolis)

Speakers: Margaret Carroll Alli (Detroit (Metro)) • Amy Mulchay, Sr. Employment and Litigation Counsel,

Paylocity • Chris R. Pace (Kansas City)

7. Managing Immigration Programs: Key Considerations, Strategies, and Solutions

Employers encounter a myriad of issues related to their immigration programs, particularly in a high-volume context. Join this session where the speakers will unpack key issues facing immigration programs today, including data analytics and automation; policy and practice considerations; key compliance areas and strategies; and training and resources.

Moderator: Marifrances Morrison (Raleigh)

Speakers: Whitney Brownlow (Raleigh/Indianapolis) • Tina H. Ho (Washington, D.C.)

Jennifer R. Shapiro, Executive Director and Assistant General Counsel, JPMorgan Chase & Co.

8. Arbitration Nation: The Latest on Employment Arbitration

It is estimated that over 60 percent of private employers nationwide have mandatory arbitration agreements for employment-related disputes. For those employers, this session will address key provisions for arbitration agreements and successful strategies for handling arbitrations. The speakers also will provide an update on federal and state court decisions and legislation that affect arbitrability.

Moderator: Janice G. Dubler (Philadelphia)

Speakers: Bruce J. Douglas (Minneapolis) • Christopher C. Murray (Indianapolis)

2:15 – 2:30 p.m.

ROOM CHANGE



2:30 – 3:15 p.m. BREAKOUT SESSIONS-SERIES 3

1. DEI + Workplace Investigations = Serious Challenges

As employers ramped up DEI efforts in recent years, there has been a backlash in the form of lawsuits and legislation. There also has been confusion in the wake of the recent SCOTUS decision in the college affirmative action cases. While harassment and sexual assault investigations continue to proliferate, the number of investigations into allegations of discrimination against traditional majorities who claim they are the victims of DEI-related discrimination has skyrocketed. In this climate, the intersection of DEI and investigations can be a messy, challenging place. How will you and your team navigate this high-traffic crossroad?

Moderator: Michael H. Cramer (Chicago)

Speakers: Jacqueline R. Barrett (Philadelphia) • Gary Ballesteros, Vice President-Law, Chief Compliance Officer

and Ombudsman, Rockwell Automation • Luther Wright, Jr. (Nashville)

2. Nature or Nurture: Managing Generational Changes in the C-Suite Advanced HR Session

As baby boomers continue to leave the workforce, organizations are seeing more leadership diversity than before. This session will focus on managing behavior in the C-suite; responding to generational, cultural, and idiosyncratic styles that sometimes fail to mesh; and how to handle and investigate issues when leadership styles clash.

Moderator: Carolyn A. Russell (Houston)

Speakers: Simone R.D. Francis (New York/St. Thomas) • William E. Grob (Tampa)

Carrie Yonenson, Chief Human Resources Officer, Norstella

3. Handbook Hot Takes: The Latest Policy Considerations for Multistate Employers

Keeping up with the patchwork of federal, state, and local laws is a never-ending task for multistate employers. This session will focus on employee handbook updates to consider in 2024, along with best practices for ensuring compliance in multiple jurisdictions. The speakers will also cover the latest developments affecting handbooks from the NLRB.

Moderator: Todd C. Duffield (Atlanta)

Speakers: Dee Anna D. Hays (Tampa) • Heather G. Ptasznik (Detroit (Metro))

4. Keeping Calm in California: Key Developments From the Golden State

Unsurprisingly, things haven't slowed down lately for employers doing business in California. Join this session to get up to speed on key developments, trends, and challenges impacting companies operating in the Golden State, from pay equity, union organizing, and workplace violence to data privacy, leaves of absence, and restrictive covenants.

Moderator: Tracie L. Childs (San Diego)

Speakers: Catherine L. Hazany (Torrance) • Michael N. Westheimer (San Francisco)

5. No More Secrets? The Growing Illegality of Noncompetes and Confidentiality Agreements Designed for Attorneys

Recent developments, most notably with the NLRB, as well as various state legislatures, have made it increasingly difficult to craft legal and effective restrictive covenants and confidentiality provisions in employment agreements, handbooks, and company policies. In this session, the speakers will examine these trends, identify potential penalties and pitfalls, and provide practical compliance tips for employers seeking to include valid and enforceable noncompetition, nonsolicitation, and/or confidentiality provisions in company policies and agreements to best serve their business needs.

Moderator: Scott R. McLaughlin (Houston)

Speakers: Michael H. Bell (Denver) • John T. Merrell (Greenville)



THURSDAY MAY 2, 2024 (CONTINUED)



6. Independent Contractor Conundrums: Navigating the Ever-Changing Rules and Standards

With the DOL's recent final rule on determining independent contractor status, standard-altering NLRB decisions, and significant activity in state legislatures and courts, keeping up with the latest on independent contractors can be tough. In this session, the speakers will cover updates employers need to know when using independent contractors for their business, and how best to remain compliant with these ever-changing rules and standards.

Moderator: Alexander M. Chemers (Los Angeles)

Speakers: Greg Guidry (Lafayette/New Orleans) • Kevin P. Hishta (Atlanta)

7. Medical Marijuana 201: A Disability Accommodation Workshop

Marijuana is now legal for medicinal purposes in around 40 states and D.C., and with that usage comes requests for accommodation that might avoid or justify failed drug tests. Join this session where the speakers will discuss different challenging scenarios (and how marijuana accommodation is similar to and different from accommodation of other prescription drugs) to help you navigate the disability accommodation process when dealing with medical marijuana cardholders.

Moderator: John G. Harrison (Nashville)

Speakers: Christina M. Kamelhair (Indianapolis) • M. Tae Phillips (Birmingham)

8. Love at the Watercooler? Best Practices for Handling Office Romance

Surveys have shown that more than half of people have dated someone from work, and newsfeeds have been full of stories of company leaders leaving their posts due to undisclosed personal relationships or inappropriate behavior. In this session, the speakers will review the legal issues involved with personal relationships at work, including the risk of sexual harassment and discrimination, retaliation, and even stalking and violence. The speakers will also discuss how insufficient policies and practices may lead to the appearance of favoritism, diminished credibility of management, and lowered employee morale. Essential and recommended policies covered will include: sexual harassment, conflict of interest, and anti-fraternization. The speakers will outline the elements of "love contracts" and will clarify the legal standard of welcome v. unwelcome, as contrasted with consensual or voluntary.

Moderator: Michael R. Buchanan (Dallas)

Speakers: Timothy A. Garnett (St. Louis) • Ritu Pancholy, Founder/CEO, Culturupt, LLC

Abbey S. Wallach (Denver/Chicago)

3:15 – 3:30 p.m.

3:30 – 4:00 p.m.

BREAK

Religious Discrimination—A New Day for Claims?

In its *Groff v. DeJoy* ruling, SCOTUS reinvigorated claims of religious discrimination at work. The murky ruling has left unanswered questions about what constitutes an "undue hardship" for religious accommodation requests. Questions also remain over what qualifies as "sincerely held" and "religious beliefs," as new contexts for these claims arise—including complaints about use of preferred pronouns, DEI initiatives, and more. In this session, the panel will examine how the courts' treatment of religious accommodation issues has evolved since *Groff*, along with longstanding Title VII of the Civil Rights Act concerns for employers to keep in mind.

Moderator: Michael Oliver Eckard (Charleston)

Speakers: Bonnie L. Martin (Indianapolis) • Andrew E. Tanick (Minneapolis)

4:00 - 4:30 p.m.

The Wacky World of Employment Law

Back once again by popular demand is our always humorous—and insightful—look at some of the zaniest employment law developments from the past year. Learn while laughing—or just shaking your head—at some truly bizarre cases!

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

4:30 - 4:45 p.m.

Closing Remarks and First Prize Drawing

6:00 - 10:00 p.m.

WORKPLACE STRATEGIES STATE DINNER

Join us for a D.C. reception and dinner, where every detail will be curated to evoke the grace and sophistication of historical White House state dinners. The venue will be adorned in timeless décor, setting the stage for an atmosphere reminiscent of those grand diplomatic gatherings. Delight in a culinary experience that mirrors the exquisite menus once served in the nation's most iconic residence.





7:00 - 8:30 a.m. Breakfast

7:30 – 8:15 a.m. "EARLY BIRD" SESSIONS



Coffee and Curveballs! Senior HR Roundtable Discussion Advanced HR Session

Being a senior HR leader can be tough. From demands by the C-suite and senior operations leaders, to working with and supporting line management, to dealing with outside counsel and being an inspiring leader and mentor of the HR team, there are lots of challenges. And, don't forget keeping up with all the laws! Grab some coffee and join this early roundtable for a discussion of how to successfully tackle some of the top challenges for senior HR leaders.

Speakers: M. Kimberly Hodges (Memphis) • Benjamin R. Holland (Charlotte)

Pete Tully, Vice President & Chief Human Resources Officer, NTN Americas

2. Everything You Wanted to Know About Canadian Employment Law

This practical presentation will cover the key aspects of the employment relationship in Canada, from pre-employment to termination. The speakers will discuss important takeaways employers need to manage employees in Canada while providing a comparative analysis of U.S.-Canada concepts so that they can easily identify the concepts and main differences.

Speakers: Michael Comartin (Toronto) • Lucie Guimond (Montréal/Toronto)

3. Money Grab! FCRA Class Litigation Designed for Attorneys

What do you do when you think it is a simple EEOC charge, and it becomes a multimillion dollar class action? Learn how to keep the horse in the barn and avoid one of the plaintiffs' bar's hottest claims: Fair Credit Reporting Act (FCRA) class litigation. In this session, the speakers will discuss how to protect companies from substantial class litigation by using third-party credit reporting agencies.

Speakers: Jennifer Monrose Moore (Tampa) • James R. Silvers (Greenville)

4. Considerations When Employing Workers in a New Country in Europe

More and more organizations are engaging employees overseas in new countries—fueled in part by the explosion of remote work. Those responsible for HR issues have to deal with a number of additional considerations arising under local laws. Join attorneys from the firm's international offices as they share their tips and experiences helping U.S. multinationals navigate those complexities in Europe. The speakers will discuss the best way to engage a workforce, including when to use contractor arrangements or Employers of Record, as well as the practical and legal issues to consider when employing workers in a new country for the first time.

Speakers: Dr. Ulrike Conradi (Berlin) • Roger James (London)



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

Yasmine Arrington, founder and executive director of ScholarCHIPS, is this year's Homer Deakins Service Award recipient. ScholarCHIPS is a Washington, D.C.-based nonprofit organization that provides college scholarships, mentoring, mental health support, and a peer support network to college-bound young adults who have incarcerated parents.



9:00 – 9:30 a.m.



KEYNOTE POLICYMAKER PERSPECTIVE: A View From the EEOC

Kalpana Kotagal, Commissioner, U.S. Equal Employment Opportunity Commission

How should current discrimination laws apply to ever-changing technology in the workplace? Is there still a role for employer-led DEI initiatives after SCOTUS's 2023 decision on affirmative action? How can employers ensure equal opportunity for all of their employees? Join our keynote speaker, EEOC Commissioner Kalpana Kotagal, as she offers her thoughts on these questions, as well as insights on her areas of focus as commissioner, the EEOC's enforcement priorities, and other topics of interest for employers.



Introduction by: James J. Plunkett (Washington, D.C.)

9:30 - 10:15 a.m.

Social and Political Expression In (and Outside) the Workplace During A(nother) Divisive Election Year

For the past several years, conversations about political and social issues have increasingly dominated newsfeeds and social media. It's no surprise that these conversations, which are often heated and divisive, have made their way into the workplace—especially during a huge election year. It has become more and more challenging for employers to balance their employees' rights of self-expression with the need to maintain a safe and civil workplace. In this session, the speakers will review the legal issues at play, including the limits of free speech, claims of protected concerted activity, and retaliation, as well as provide examples of compliant policies and how to put them into action.

Moderator: Bryant S. McFall (Dallas)

Speakers: C. Thomas Davis (Nashville) • Suzanne L. Martin (Las Vegas) • Michael D. Mitchell (Miami/Houston)





10:45 - 11:30 a.m.

BREAKOUT SESSIONS-SERIES 4

1. The Pregnant Workers Fairness Act: The Maze of Final Regulations and State and Local Laws

With the June 2023 enactment of the PWFA and the regulations that followed, Congress and the EEOC have emphasized the critical importance of developing, implementing, and applying compliant approaches to pregnancy, childbirth, and related accommodation needs. Beyond the PWFA, numerous states and localities have similar pregnancy-related accommodation requirements. In this session, the speakers will examine employer obligations under the PWFA and explore strategies for compliance.

Moderator: Leah S. Freed (Phoenix)

Speakers: William L. Duda (Columbia) • Christine Bestor Townsend (Milwaukee/Chicago)

2. Shh! Secret Recordings at Work

It is becoming increasingly common for employees to secretly record conversations with coworkers and managers at work. When litigation ensues, these recordings can be important evidence. This session will review when surreptitious recordings are lawful and when they might run afoul of the Federal Wiretap Act, federal labor laws, or state laws. The panel will also discuss employers' rights and risks when implementing and enforcing "no-recording" policies, and strategies for dealing with secret recordings when they are first disclosed in litigation.

Moderator: Karen M. Morinelli (Tampa)

Speakers: Burton D. Garland, Jr. (St. Louis) • Michael L. Matula (Kansas City)

He Said, She Said: How to Conclude a Workplace Investigation Involving Conflicting Witness Statements Advanced HR Session

Ascertaining the truth—the goal of every workplace investigation—is often easier said than done, especially when two witnesses give conflicting statements about a reported incident. Join this panel of seasoned investigators as they discuss best practices for concluding these challenging investigations—focusing in particular on harassment complaints and how to find corroborating evidence and assess witness credibility. The speakers will also review real-world scenarios and explore how investigators can articulate their credibility determinations to help mitigate liability for any claims following the investigation.

Moderator: Monique Gougisha Doucette (New Orleans)

Speakers: Hardy R. Murphy (Los Angeles) • Neil B. Stekloff, Deputy General Counsel, Edgewell Personal

Care Brands, LLC • Bethany S. Wagner (Pittsburgh)

4. Rough Surf: The Latest Wage and Hour Claims in California

Surf's up in California as courts continue to expand wage and hour claims in both the class and Private Attorneys General Act (PAGA) context. The additional threats include paid sick leave claims, claims related to new indoor heat regulations, regular rate claims related to meal and rest break premiums, and off-the-clock claims. Join this panel of California lawyers as they provide the lowdown on the latest developments and provide tips for avoiding a tidal surge of claims.

Moderator: Tracie L. Childs (San Diego)

Speakers: Michael J. Nader (Sacramento) • Paloma P. Peracchio (Los Angeles)





5. Working Through Conflict to Resolution: Using Mediation in Employment Cases Designed for Attorneys

Less than 2 percent of employment law cases ever make it to trial, so chances are very good that your case may end up in mediation. In this session, the panel will discuss what to expect in mediation, covering everything from procedures and logistics to best strategies for cost-benefit resolution. There will also be a discussion of the benefits and hazards of virtual mediation, including the results of a recent national empirical study completed by one of our attorneys and others on the experiences of employment law attorneys with virtual mediation.

Moderator: Sam R. Fulkerson (Oklahoma City)

Speakers: Maria Greco Danaher (Pittsburgh) • Michael J. Sexton (Orange County)

6. OFCCP, Let Federal Contractors Be!

OFCCP recently ushered in more burdensome requirements for federal contractors when responding to audits, identified a thousand new audit targets, revised enforcement and conciliation procedures, and could be focused on modernizing the supply and service of affirmative action regulations. In this session, the speakers will discuss how these decisions affect employers—especially those in the construction industry—as well as OFCCP's other potentially impactful areas of focus, including systemic hiring and compensation discrimination, potential EEO-1 changes, and the agency's interest in contractors' use of AI in hiring.

Moderator: Leigh M. Nason (Columbia)

Speakers: Emily M. Halliday (Washington, D.C.) • Lauren B. Hicks (Indianapolis/Atlanta)

7. Here Today, Gone Tomorrow: The Rise of Incentive Compensation Clawbacks

Incentive compensation clawbacks are becoming increasingly prevalent. The U.S. Securities and Exchange Commission has issued final regulations that require publicly listed companies to recover incentive compensation due to material noncompliance with financial reporting requirements. The U.S. Department of Justice also announced a pilot program reducing fines in criminal actions if companies adopt policies that recover incentive compensation from employees who have engaged in misconduct or violated compliance policies. In addition, many companies have adopted discretionary clawback policies to recover incentive compensation from employees who have engaged in misconduct. The panel will provide insights into the substantive requirements, tax treatment, and enforceability of incentive compensation clawbacks in this developing and complex area.

Moderator: John A. Morrison (Atlanta/New York)

Speakers: Lucas J. Asper (Greenville) • Carly E. Grey (Washington, D.C.)

8. I-9 Comply and E-Verify: What You Need to Know About Employer Rules and Requirements

Making sure your I-9 program is compliant may be no easy task, but it's a necessary one. The federal government introduced new measures last year that affect employers, including publishing a proposed rule that would grant it broader authority to permit alternative document inspection procedures for I-9 document verification in lieu of physical inspection. Join this session to learn more about how to keep your I-9 program procedurally sound.

Moderator: Bernhard Mueller (Columbia)

Speakers: Curtis Y. Chow (Columbia) • Yvonne Toy (San Francisco)

11:30 - 11:45 a.m. ROOM CHANGE



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

1. Top 10 Plaintiffs' Attorney Tactics—And How to Avoid Falling for Them

Attorneys who represent employees know how to make the most of their case, even if supporting evidence is scant. Their tactics may make a jury believe that the employer is at fault, even if the employer acted lawfully and with good intentions. In this session, the speakers will address 10 common tactics that plaintiffs' attorneys use to increase the likelihood of a win and a hefty award. Join this session for defense strategies that can counteract those tactics, and pointers on how to act now to avoid claims in the first place. Topics will include common pitfalls in the areas of workplace investigations, discipline, termination, harassment, and retaliation, among other issues.

Moderator: Mathew A. Parker (Columbus)

Speakers: Robert A. Sar (Raleigh) • Diane M. Saunders (Boston)

2. RIFs for Multistate Employers: Key Issues

With increasing changes and disruptions in the economy, some companies are adjusting their workforce strategies, including the implementation of reductions in force (RIFs). This session will focus on best-practice solutions for common RIF issues, as well as many multistate issues that can arise under the Older Workers Benefit Protection Act and state mini-WARN laws. The speakers also will discuss severance plan issues and strategies, including the pros and cons of having an Employee Retirement Income Security Act (ERISA) plan, voluntary versus involuntary terminations, and more.

Moderator: David C. Castleberry (Salt Lake City)

Speakers: David J.B. Froiland (Milwaukee) • Carly E. Grey (Washington, D.C.) • Brandon R. Sher (Philadelphia)

Factfinding and Unwinding Details of Employee Complaints in the Social Media Age Advanced HR Session

Why is factfinding so important? Well, you probably don't need Sherlock Holmes to tell you that factfinding after an employee lodges a complaint or concern is crucial to establishing a defensible case, as well as remediating actual and perceived wrongs in real time. From risk to complexity, employee investigations have layers of considerations for employers, including collecting evidence, ever-evolving social media implications (including crisis management when the employee complaint goes viral), and how varying factors such as employee discourse, public discourse, and the like come into play. Join this panel discussion to explore how best to navigate some of these tricky topics, and you will be clued in to best practices for your business when entering into employee investigations.

Moderator: Jana S. Baker (Dallas)

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

Sarah Smith Kuehnel (Tampa/St. Louis) • William S. Rutchow (Nashville)

4. Out of Office, But Not Out of Mind: Managing a Remote Work Environment

Working from home or the local coffee shop isn't going anywhere for many employers. And while hybrid and remote work aren't new at this point, employers continue to grapple with the unique challenges and questions in this area. In this session, the speakers will address the latest remote and hybrid work topics, from harassment and accommodation to wage and hour and tax issues, and more.

Moderator: Kristin Snyder Higgins (Dallas)

Speakers: Gregory J. Hare (Atlanta) • Michael K. Mahoney (Morristown/New York)

5. To Inspections and Beyond: The Latest From OSHA (and Cal/OSHA)

2023 was a busy year for the Occupational Safety and Health Administration (OSHA), and 2024 is revving up to be just as active. OSHA has already expanded its electronic reporting requirements, issued enforcement guidance on heat stress, safety in warehousing, and fall protection, and published a proposed rule revising its walkaround inspection regulation. And in 2024, OSHA may issue new standards on heat stress, infectious diseases, workplace violence, and other areas impacting employers. In this session, the speakers will discuss these recent OSHA activities and address tips and best practices for employers. As a bonus, the speakers will also review the latest from the California Division of Occupational Safety and Health (Cal/OSHA).

Moderator: Eric E. Hobbs (Milwaukee)

Speakers: Wayne E. Pinkstone (Philadelphia) • Robert C. Rodriguez (Sacramento)





6. A Hurricane of Hurdles: Cleaning Up After Class and Collective Action Storms Designed for Attorneys

Weathering and moving on from class and/or collective actions can often be tumultuous. This session will explore practical strategies for resolving class and collective action litigation, including damage modeling and mediation preparation, obtaining court approvals, and minimizing risks of copycat litigation.

Moderator: A. Craig Cleland (Atlanta)

Speaker: Margaret Santen (Charlotte/Atlanta)

7. Cybersecurity and Data Privacy Download: Updates, Trends, and Risk Mitigation Techniques

Staying on top of cybersecurity issues and risks in today's world is key to preventing the next data breach. This session will examine how data privacy laws, such as the California Consumer Privacy Act, apply in the employment context, focusing on notice/opt-out requirements and employee rights. Additionally, in response to recent significant employment vendor data breaches, the speakers will discuss best practices for risk mitigation, managing these breaches when they happen, and employers' legal notification responsibilities that may arise, as well as the rights that employees have to sue their employers for a data breach and the most effective ways to defend those lawsuits. This session also will address trending issues such as biometrics, employee monitoring, and the use of artificial intelligence in the workplace, including how these laws apply in the remote work environment.

Moderator: Danielle Vanderzanden (Boston/Portland (ME))

Speakers: Sean P. Nalty (San Francisco) • Benjamin W. Perry (Nashville)

8. Look Both Ways: Key Compliance Tips for Navigating the Intersection of Immigration and Employment Law

Given the increasing number of ever-changing immigration and employment laws, ranging from citizenship status and screening questions to remote work and pay transparency, businesses can sometimes be left with mixed signals on how to comply with everything. In this session, the speakers will cover these key crossover immigration/employment issues and more, from how to avoid multi-jurisdictional pay transparency violations and discriminatory hiring practices, to remote work and visa and green card compliance.

Moderator: Christopher E. Moore (New Orleans/Houston)

Speakers: Erika L. Leonard (Austin) • Jacquelyn P. Maroney (Austin)

Elizabeth Wells, Sr. Program Specialist, HR Operations, Charles Schwab & Co., Inc.

12:30 – 12:45 p.m. BREAK

12:45 – 1:30 p.m.	NET WORKING LUNCH
1:30 – 2:15 p.m.	Fun With the FMLA! The FMLA continues to challenge employers seeking to comply with its myriad provisions and regulations. Test your knowledge and enhance your skills in this game-style presentation as we quiz the audience and discuss challenging FMLA concepts and factual scenarios. Speakers: Michael M. Shetterly (Greenville) • Eva W. Turner (Dallas)
2:15 – 2:45 p.m.	Pardon the Interruption!—Workplace Strategies Style With so many sessions to choose from, you can't attend them all. So we have 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! Moderator: Tobias E. Schlueter (Chicago)
2:45 – 3:00 p.m.	Main Conference Closing and Grand Prize Drawing
3:00 – 3:15 p.m.	BREAK

3:15 - 4:15 p.m.

POST-CONFERENCE SPECIAL SESSIONS

Navigating Ethics in the Al-Driven Workplace (CLE Ethics Credit May Be Available) Designed for Attorneys

This session will help in-house counsel lead their organizations in ethically shaping the course of using Al in the workplace. The speakers will cover issues including bias, privacy, transparency, informed consent, security, accountability, intellectual property, compliance with regulations, dual use technology, and vendor relationships. The speakers will also survey the latest Al technology at use in workplaces, including automated customer support, employee onboarding, predictive analytics, time and attendance management, occupational safety and health, training, performance management, employee monitoring, employee wellness programs, and more. The speakers will discuss how the Model Rules of Professional Responsibility impact the use of Al technology at work.

Speakers: Rebecca J. Bennett (Cleveland) • Jesse R. Dill (Milwaukee)

2. People Problems? Strategies for Dealing With Problem Employee Situations

Particularly problematic employees who cause others to complain can be a real challenge, and addressing the situation may mean having sensitive or uncomfortable conversations. Join this session for pointers on how to effectively have those conversations as the speakers provide practical insights on dealing with some all-too-common, yet complicated, employee situations, including: the whiner; the aromatic employee; the loud talker; the space invader; the dress code violator; the TMI-er; and more.

Speakers: Burton D. Garland, Jr. (St. Louis) • Trina Ricketts (Kansas City)

3. Building Team Effectiveness: Understanding and Applying DISC at Work

DISC is a behavioral assessment tool that is used to understand how our observable behaviors are being perceived by others using four key factors: (D)ominance, (I)nfluence, (S)teadiness, and (C)ompliance. DISC provides great insight and self-awareness about our communication styles and how those styles are received by others. This session will cover how DISC can be used to help teams communicate more effectively by intentionally tapping into the strengths of team members' communication styles and work better together.

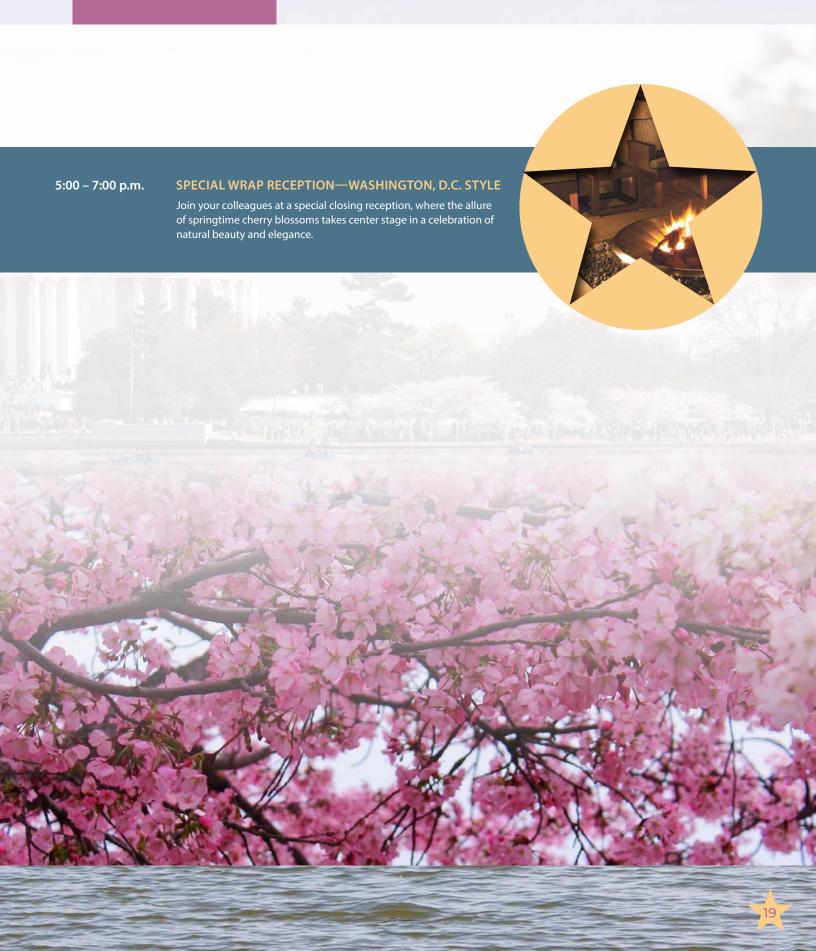
Speakers: Diana J. Nehro (New York/Boston)

Marcia Stokes, Ph.D., Director of Career Development (Atlanta)

4. Business and Financial Acumen Workshop for HR Leaders Advanced HR Session

High-priority HR skills have varied over time, but one constant is HR business and financial acumen. This interactive session, which includes a consultant with a background both in finance and high-level HR roles, will provide HR leaders with a sufficient level of business and financial acumen so that they can actively engage in business discussions with their clients, identify business value-driven HR needs, and provide HR solutions that create value for their companies.

Speakers: Andrew Lobo, President, Clarify HR Consulting LLC • David P. Thatcher (Atlanta)





8:00 - 9:00 a.m.

Breakfast



Workplace R-E-S-P-E-C-T for Everyone



Workforces are full of employees with diverging views, backgrounds, and experience. Workplace conversations and situations—especially during election years—can sometimes get divisive and heated. How can employers prevent politics from creating chaos at the office (or virtually) and promote an environment where all feel respected? Join our popular speaker, trainer, and shareholder, Luther Wright, Jr., for a (bipartisan) discussion about the importance of maintaining workplace civility through listening to one another and respecting varying viewpoints, understanding differences of opinion, promoting inclusivity instead of divisiveness, and other ways to help keep your workplace calm during a wacky election year.

Speaker: Luther Wright, Jr. (Nashville)





GARY BALLESTEROS

Vice President-Law, Chief Compliance Officer and Ombudsman Rockwell Automation

🗘 LISA J. BANKS

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Sr. Program Specialist, HR Operations Charles Schwab & Co., Inc.

TINA T. WILLIAMS

Acting Deputy Director
OFCCP

CARRIE YONENSON

Chief Human Resources Officer Norstella





WEDNESDAY, MAY 1, 2024 ★ 7:00 - 10:00 P.M.

WELCOME RECEPTION AND DINNER: Donald W. Reynolds Center for American Art and Portraiture

Join us for the opening reception at the stunning Donald W. Reynolds Center for American Art and Portraiture, home to the Smithsonian American Art Museum and the National Portrait Gallery. Enjoy dinner and refreshments in the beautiful glass canopy courtyard and don't miss the amazing art housed inside the museum—including the America's Presidents Portrait Gallery. The reception will honor this year's charity award recipient, ScholarCHIPS, a deserving nonprofit organization that provides college scholarships, mentoring, mental health support, and a peer support network to college-bound young adults who have incarcerated parents. Since it was founded in 2010, ScholarCHIPS has donated more than 2,500 hours of mentorship and funded nearly 90 scholarships.



THURSDAY, MAY 2, 2024 ★ 6:00 – 10:00 P.M. WORKPLACE STRATEGIES STATE DINNER

Join us for a D.C. reception and dinner, where every detail will be curated to evoke the grace and sophistication of historical White House state dinners. The venue will be adorned in timeless décor, setting the stage for an atmosphere reminiscent of those grand diplomatic gatherings. Delight in a culinary experience that mirrors the exquisite menus once served in the nation's most iconic residence.



FRIDAY, MAY 3, 2024 ★ 8:45 – 9:00 A.M. PRESENTATION OF THE HOMER DEAKINS SERVICE AWARD

Yasmine Arrington, founder and executive director of ScholarCHIPS, is this year's Homer Deakins Service Award recipient. ScholarCHIPS is a Washington, D.C.-based nonprofit organization that provides college scholarships, mentoring, mental health support, and a peer support network to college-bound young adults who have incarcerated parents.



FRIDAY, MAY 3, 2024 ★ 5:00 - 7:00 P.M. SPECIAL WRAP RECEPTION - WASHINGTON, D.C. STYLE

Join your colleagues at a special closing reception, where the allure of springtime cherry blossoms takes center stage in a celebration of natural beauty and elegance.



To address the financial and mental health impacts upon these children, ScholarCHIPS seeks not simply to provide tuition, but a full-fledged support network.



DETAILED REGISTRATION INFORMATION

DATES

May 1-4, 2024

LOCATION

WASHINGTON HILTON 1919 Connecticut Avenue NW Washington, D.C. 20009 (202) 483-3000

COST

\$995 per person for clients \$1,495 per person for all others

(Registration fee includes breakfast, lunches, receptions, and program materials.)

GROUP RATES

Email <u>ODEvents@ogletree.com</u> 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 the Washington Hilton directly at (202) 483-3000 and requesting the Ogletree Deakins Workplace Strategies seminar rate of \$279 plus tax per night. You can also use the Hilton reservation link. The hotel block is limited, so please make your reservation as soon as possible. A credit card is required to guarantee each reservation. The special room rate is guaranteed until April 8, 2024, or until the room block is sold out (whichever occurs first).

CANCELLATION POLICY

All registration fees are nonrefundable after April 19, 2024. However, you may send a substitute or alternate attendee from your company. Please email ODEvents@ogletree.com to make any changes.

CLE INFORMATION

Continuing legal education (CLE) will be requested 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.

HRCI AND SHRM CREDIT

This program will be submitted to the HR Certification Institute and SHRM for review.







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