

Presented by Ogletree Deakins'
NASHVILLE OFFICE

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

**DATE**

Wednesday, April 7, 2021

**TIME**

8:30 – 11:45 a.m. CT

**COST**

Complimentary

**TOPICS**

- Confronting Unconscious Bias in the Workplace
- Change in Power in Washington, D.C.
- Issues for Employers in Year Two of the Pandemic
- Best Practices for Making Pay and Promotion Decisions

**REGISTRATION**

Register online at www.ogletree.com or contact Michele Scott at (615) 687-2226 or michele.scott@ogletree.com.

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

AGENDA

8:30 – 9:15 a.m.

CONFRONTING UNCONSCIOUS BIAS IN THE WORKPLACE

The events of the past year have revealed the impact of unconscious bias on employers' diversity and inclusion efforts. Our biases affect the ways in which we communicate cross-culturally and make decisions. This presentation will address how employers can help employees become aware of their biases and implement techniques to interrupt those biases. The presentation will also focus on the concept of allyship and provide 10 tips to turn around workplace bias.

Presenter: Luther Wright, Jr. (Nashville)

9:15 – 10:00 a.m.

CHANGE IN POWER IN WASHINGTON, D.C.

The new administration is implementing a labor and employment agenda that will bring many changes for employers. Join Jim Plunkett, a shareholder in our Washington, D.C., office, and author of the popular *Beltway Buzz* publication, as he provides his analysis of these changes and forecasts what might be in store for employers in 2021 and beyond.

Presenter: James J. Plunkett (Washington, D.C.)

10:00 – 10:15 a.m.

BREAK

10:15 – 11:00 a.m.

ISSUES FOR EMPLOYERS IN YEAR TWO OF THE PANDEMIC

A year ago, employers quickly adjusted as COVID-19 spread across the country—and continued adjusting in the face of constantly changing requirements and guidance. This presentation will cover issues facing employers in year two of the pandemic, including vaccinations and COVID-19 litigation.

Presenter: Christine Bestor Townsend (Milwaukee)

11:00 – 11:45 a.m.

BEST PRACTICES FOR MAKING PAY AND PROMOTION DECISIONS

Recruiting and retaining top talent in today's climate while mitigating risks associated with applicable pay and promotion decisions requires employers' critical attention. In this session, the speakers will discuss best practices for making pay and promotion decisions that are merit-based, mitigating the risk of unfair treatment and discrimination claims, and driving long-lasting employer-employee relationships.

Presenters: Liz S. Washko (Nashville) and Benjamin P. Lemly (Nashville)