

March 24, 2011

Richmond

July 14, 2011

Hampton

Weathering the Employment Law Storm

Recent legal developments have created the “perfect storm” of employment law risk for employers. A new program to help employers “*weather*” this growing employment law storm. Featuring the latest and most valuable experience witnessing a mock trial and deciding the fate of a litigious employee.

Written materials with essential information on **all** topics will be provided to each attendee. This program is presented by the Human Resource Certification Institute (HRCI).

FOR

8:30 - 9:00 Registration & Continental Breakfast

9:00 - 9:35 Opening Statements

An overview of the day’s line-up and the opening statements of our mock trial. One of our all-time favorite characters, a problem employee who is an employer’s worst nightmare, will participate as the plaintiff. Attendees will observe and determine the final verdict at the end of the day.

9:50 - 10:50 and 11:05 - 12:05 Attendees may select two of the workshops listed below:

“The Calm Before the Storm”

Impact of Health Care Reform on the Workplace

John M. Bredehoff, Shad C. Fagerland

Highly-publicized employer mandates will be phased in over the next several years, but the newspapers may have missed some provisions critical to human resources professionals. This presentation will discuss key aspects of the Health Reform Act, with particular attention to actions that employers must take in the near term to comply with the new regime.

“Meteorology 101”

Employment Law Overview

Robert J. Barry, Anna Richardson Smith, Michael B. Steele

This session will provide an overview of basic employment laws and insight into recent changes to state and federal employment laws, along with guidance as to how those laws are enforced. Practical advice on avoiding liability will be highlighted.

“The Eye of the Storm”

Investigating Employee Misconduct

John S. Di Dio, Former Norfolk Area Director, EEOC

David J. Sullivan

Our speakers will provide attendees with practical guidance on steps employers should take when investigating all forms of employee misconduct, including workplace harassment. A variety of tools available to employers, from criminal background checks to use of the internet, will be discussed.

“Every Cloud has a Silver Lining”

Personnel Files and Record Retention

Laura Geringer Gross, Mark E. Warmbier

This workshop will include practical guidance on the requirements concerning who can access personnel files, requirements for retention of employment and payroll documents, HIPAA requirements, and how to deal with subpoenas of employee records. Employee rights to access records and appropriate employer policies regarding employee records will also be discussed.

Recognizing that companies have tough decisions to make, Kaufman & Canoles has designed an all-day program to address the impact of health care reform, a number of timely topics will be presented. Attendees will also gain

The program has been approved for 6 credit hours toward PHR and SPHR recertification through



CAST

12:20 - 1:35 Lunch - Cross Examination

Attendees will hear a judge rule on evidence in our mock trial and will have a chance to play our employment law trivia game.

1:50 - 2:50 and 3:05 - 4:05 Attendees may select two of the workshops listed below:

“When It Rains, It Pours”

K&C Discipline and Discharge Clinic

Attendees will be provided practical guidance on how to properly discipline/discharge employees. All aspects of progressive discipline and the termination process will be discussed. Attendees' specific questions are encouraged.

Daniel F. Basnight, John M. Bredehoff

John S. Di Dio, Former Norfolk Area Director, EEOC

“Come Rain or Shine”

Dealing with Problem Absenteeism - ADA, FMLA, and Workers' Compensation

Practical guidance to help employers handle problem absenteeism. Effective policies regarding time off for a variety of health-related reasons will be discussed, including how to deal with the “Bermuda Triangle” of absenteeism — ADA, FMLA, and Workers' Compensation.

Laura Geringer Gross, David J. Sullivan

“The End of the Rainbow”

Mediation, Severance, and Release Strategies

Mediation options (including the EEOC Mediation Program) and other alternatives to costly and time-consuming litigation will be presented in this workshop. Other options designed to avoid litigation expenses, such as internal grievance procedures and severance agreements/releases, will also be discussed.

Irma Dillard, Mediator, EEOC

Burt H. Whitt

“Safe Harbor”

Effective Self Audits

This interactive presentation will help attendees assess risk and avoid employment claims that can blow any employer off course. The speakers will demonstrate how a comprehensive self audit of your employment law compliance will help you steer clear of troublesome employment law storms.

Robert J. Barry, Anna Richardson Smith

4:05 - 4:45 Closing Arguments

Attendees will meet for a wrap-up of the day's activities, hear closing arguments and reveal the verdict of our mock trial. The K&C Employment Team will be available to answer any questions.

OUR TEAM



Burt H. Whitt
Seminar Leader



Robert J. Barry



Daniel F. Basnight



John M. Bredehoff



Shad C. Fagerland



Laura
Geringer Gross



Anna
Richardson Smith



Michael B. Steele



David J. Sullivan



Mark E. Warmbier

GUEST SPEAKERS

John S. Di Dio
*Former Norfolk Area Director
Equal Employment Opportunity Commission*

Irma Dillard
*Mediator
Equal Employment Opportunity Commission*

REGISTRATION

To register, visit our website at www.kaufCAN.com, call (804) 771-5722 or (757) 624-3232, or complete the form below and return it to: Kerry Martinolich, Kaufman & Canoles, P.O. Box 3037, Norfolk, VA 23514

Location: The program will be held at the Greater Richmond Convention Center on March 24, 2011 and the Hampton Roads Convention Center on July 14, 2011.

Fee: Although the costs to present this program have increased, we continue to hold the line on our registration fee. Our \$325 registration fee continues to include all seminar materials, a certificate of completion, refreshments, continental breakfast, parking, and a luncheon. The fee for each additional registrant is \$305. Please make checks payable to "Kaufman & Canoles."

Deadline: The deadline to register is one week prior to the seminar date. A refund will be given for cancellations received one week prior to the seminar.

Name _____

Title _____

Organization _____

Address _____

City/State/Zip _____

Phone _____ Email _____

Additional Registrants

Name _____ Title _____

Name _____ Title _____

I would like to attend (please select):

March/Richmond July/Hampton

Check enclosed in the amount of \$ _____ Vegetarian Meal

VISA MasterCard Discover

Card No. _____ Exp. _____ Security Code _____

Cardholder _____ Signature _____

Billing Address _____

Kaufman & Canoles, P.C.
P.O. Box 3037
Norfolk, VA 23514