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Deakins

CORPORATE
LABOR AND EMPLOYMENT
COUNSEL
EXCLUSIVE®

Join us for an intensive and interactive seminar focused on labor and employment law issues facing today's in-house counsel.

NOVEMBER

7-10

2018

*P*alm Springs

CALIFORNIA

LA QUINTA RESORT & CLUB

LOCATION

49-499 Eisenhower Drive
La Quinta, California 92253
(760) 564-4111

COST

\$895 per person for clients
\$1,395 per person for non-clients

REGISTRATION

See back cover



Ogletree Deakins Welcomes You to Our Sixth Annual

CORPORATE LABOR AND EMPLOYMENT
COUNSEL EXCLUSIVE SEMINAR

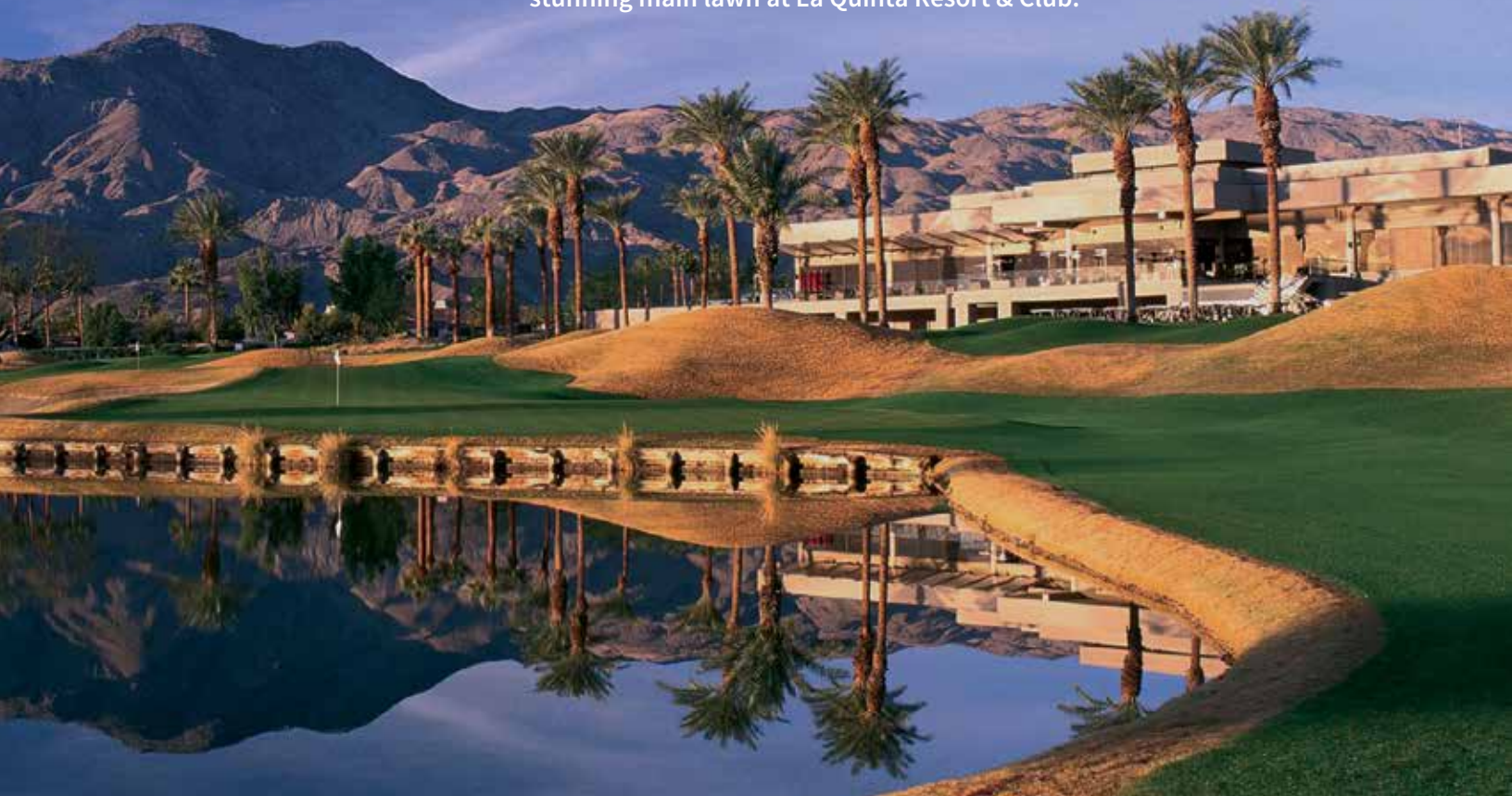
WEDNESDAY

NOVEMBER 7, 2018

6:30 – 9:00 p.m. Under the Desert Sky—Reception and Dinner

Welcome to Palm Springs!

Join us for a relaxing start to a great program and connect with colleagues over refreshments and dinner on the stunning main lawn at La Quinta Resort & Club.



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THURSDAY

NOVEMBER 8, 2018

7:00 – 8:30 a.m.

Registration and Breakfast

8:30 – 8:45 a.m.

Opening and Welcome

James M. McGrew (Atlanta) • C. Matthew Keen (Raleigh)

8:45 – 9:15 a.m.

Beltway Buzz: The Midterms Are Over . . . Now What?

The midterm elections of November 6, 2018, could alter the political landscape in Washington, D.C. Just two days after the midterms, Ogletree Deakins' Washington insider and author of the popular *Beltway Buzz* weekly newsletter, Jim Plunkett, will provide a first look at what the results mean for employers. He will also preview what may be on the horizon for labor and employment law in 2019—and what may be in store for the general elections in 2020.

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

9:15 – 10:15 a.m.

Hairpin Turns and Potholes in Investigations—What Would You Do?

Workplace investigations are rarely straightforward and are often fraught with taxing twists and turns for in-house counsel and those performing investigations. Examples of problems that may arise include witnesses or subjects refusing to participate, demanding the presence of counsel, raising workplace violence concerns, or making troubling allegations that may launch additional inquiries. During this session, our speakers will present challenging scenarios often encountered during investigations. Attendees will test their knowledge through polling devices and gain insights on best practices for responding to investigation dilemmas.

Speakers: Gregg M. Lemley (St. Louis) • Danielle Ochs (San Francisco)
Michele Thatcher, *SVP, Chief Counsel Global Human Resources*, PepsiCo

10:15 – 10:30 a.m.

Break



10:30 – 11:00 a.m.

KEYNOTE POLICYMAKER PERSPECTIVE: NATIONAL LABOR RELATIONS BOARD: Update From the General Counsel

In the past year, there have been many changes at the National Labor Relations Board (NLRB). Peter B. Robb, who began a four-year term as General Counsel of the NLRB in November 2017, will provide his insights about these changes, the Board's current labor initiatives, and what to expect in 2019.



Speaker: **Peter B. Robb**, *General Counsel*, National Labor Relations Board

Moderator: Ruthie L. Goodboe (Detroit (Metro)/Pittsburgh)

11:00 – 11:45 a.m.

Say What? The Intersection of Social and Political Expression and the Workplace

Social and political expression in the workplace continues to be an important issue for employers—sometimes putting employers in delicate situations in which they must properly balance expression and response, and even deal with the media and outside interest groups. Issues can involve protests and freedom of expression, civility of discourse, claims of protected concerted activity, retaliation, and more. Join this discussion of key rules and issues regarding social and political expression in the workplace and the parameters of proper responses.

Speakers: Heidi Duston, *Legal Counsel*, Charles Schwab & Co. • David D. Powell (Denver)
Brandon M. Shelton (Charlotte/Indianapolis)

11:45 a.m. – 1:00 p.m.

Lunch

THURSDAY

NOVEMBER 8, 2018 (CONTINUED)

1:00 – 2:00 p.m.

BREAKOUT SESSIONS—SERIES 1

1. Complex Leave Challenges: Round 1—ADA Accommodations

Requests for leave as a reasonable accommodation under the Americans with Disabilities Act (ADA) present unique challenges for in-house counsel, who must navigate the ADA's interplay with existing leave policies and federal and state laws. In-house counsel often face the question of how much leave is too much. Join our session for a discussion of the biggest legal perils, the easiest mistakes to make, and best practices when advising on leaves as reasonable accommodations.

Speakers: Michael D. Mitchell (Houston/Miami) • Ellen Toth (Cleveland)
Adam S. Wexler, *Vice President, Senior Counsel*, Take-Two Interactive Software, Inc.

2. Scripts and Scrapes: The Continued Increase of Drugs in the Workplace

In-house counsel face myriad issues given the continued proliferation of concerns about legalized marijuana and prescription drugs in the workplace. This session will provide practical steps for implementing effective drug policies, identify whom employers should test, examine pre-employment testing for legalized marijuana, and discuss hypotheticals addressing common issues facing companies. Additionally, the panel will cover new developments in drug testing, the pros and cons of different types of sample testing, and how to effectively work with a medical review officer.

Speakers: Laura Bogan, *Assistant General Counsel*, The Home Depot
Rayna H. Jones (Phoenix) • Austin E. Smith (Denver)

3. Life Is Better at the Beach? Surfing California's Latest Employment Developments

Keeping up with the latest developments affecting California workplaces is a never-ending challenge. The Golden State's extensive and rigorous employment laws create many traps for unwary employers. This session will provide an overview of recent California employment law developments, including new laws related to applicant hiring, the state's new independent contractor test, the salary history ban, state and local restrictions on checking criminal histories, local and state parental leave laws, and more.

Speakers: Lori A. Bowman (Los Angeles) • Anthony J. DeCristoforo (Sacramento)
Jennifer Tsao, *Sr. Counsel, Employment*, Forever 21

4. In-House Counsel's Role in Driving Success in Diversity and Inclusion

Many companies are increasing their commitment to diversity and inclusion—and for good reason. Ensuring that these initiatives are well-supported and effective is essential. In-house counsel must work with their companies' executive and HR teams not only to avoid potential liability but to create an environment where employees truly feel welcome and included. This session will address new developments in diversity and inclusion, potential risks, and key ways that in-house counsel can support their companies' diversity and inclusion initiatives.

Speakers: April Miller Boise, *SVP, Chief Legal Officer*, Meritor • Shafeeqa W. Giarratani (Austin)
Michelle P. Wimes (Kansas City)

5. Stuck in the Middle With You: Managing C-Suite Investigations to Make Your Company Stronger

Few matters are more challenging than an investigation of alleged misconduct involving an officer, director, or executive at the highest level of a company. This high-stakes process—often initiated by the board of directors—requires top-level focus and performance grounded in the company's culture of ethics compliance. If executed effectively, the process can refocus the organization on business objectives and strengthen the enterprise. This session will examine the challenge and provide best practices from start to finish.

Speakers: Margaret H. Campbell (Atlanta) • Theresa Donahue Egler (Morristown)
Rick Wolf, *Principal*, Lexakos Consulting

2:00 – 2:15 p.m.

Break

2:15 – 3:15 p.m.

BREAKOUT SESSIONS—SERIES 2

1. Complex Leave Challenges: Round 2—Paid Sick Leave and Family Leave

Complying with federal, state, and local paid sick leave laws can be daunting—especially for multistate employers. Whether an employee seeks leave because of his or her own serious illness or to care for a family member (or to welcome a new family member), in-house counsel need to ensure that their companies correctly handle all aspects of the leave process, including tricky issues involving medical inquiries and certifications. This session will provide best practices for guiding organizations safely through the multiplicity of paid sick and family leave laws.

Speakers: Amy Fritsky, *Deputy General Counsel, Employment and Litigation*, Genesis HealthCare, Inc.
Tibor Nagy, Jr. (Tucson) • Kenneth B. Siepmann (Indianapolis)

2. Leading the Charge on Pay Equity: How In-House Counsel Can Influence Change

With the continued momentum of legislation, regulation, and corporate audit initiatives focused on pay disparities, how can in-house counsel go beyond the numbers to truly influence and support positive changes in their companies? This session will discuss the key drivers of pay inequity—from starting pay decisions and compensation structure to promotional opportunities and overall organizational dynamics—and will provide concrete steps that in-house counsel can take to lead the charge on systemic change and support pay equity initiatives.

Speakers: Lara C. de Leon (San Antonio/Orange County) • Liz S. Washko (Nashville)
Carrie I. Yonenson, *Head of Employee Relations – NAO/Employment Counsel*, Atos SE

3. Hiring Hurdles and Hiccups—The Latest Developments

The hiring process continues to get more complicated for employers. From ban-the-box laws to salary history bans and other state and local nuances, the maze of employment laws grows every year. This panel will provide the latest developments in federal, state, and local laws impacting hiring, including updates on new laws relating to salary inquiries, post-offer medical questionnaires, and background checks.

Speakers: James (Jim) R. Beyer, *Assistant General Counsel, Global Head of Employment Law*, Infosys Limited • Anne E. Larson (Chicago) • Stephen R. Woods (Greenville)

4. What Diligence Is Due? Considerations and Calamities

Mergers, spin-offs, acquisitions, and other corporate restructurings can be arduous and challenging. Early in the process, it is essential to identify the labor and employment issues that must be addressed and resolved to minimize future conflicts and potential legal liability. Join this panel for a discussion of the key labor and employment due diligence concerns for in-house counsel, from wage and hour compliance to employee benefits issues and more. The panel will also discuss the unique issues that arise in cross-border transactions.

Speakers: Alisha Cieslak, *Chief Legal & Risk Officer*, Gordon Food Service • Kevin J. Kinney (Milwaukee)
Diana J. Nehro (New York City/Boston) • Stephanie A. Smithey (Indianapolis)

5. An Insider's View of OFCCP Enforcement Trends and Initiatives

The Office of Federal Contract Compliance Programs (OFCCP) has experienced a turnover in leadership and a shift in enforcement trends under President Trump. The new spending bill gave OFCCP \$103 million to continue scheduling numerous new compliance evaluations each month. Join our panel of OFCCP practitioners—including a former OFCCP District Director who was responsible for overseeing hundreds of compliance evaluations and resolving several of the agency's largest discrimination cases—as they offer their perspectives on these enforcement initiatives and how employers can avoid unnecessary liability.

Speakers: Lauren B. Hicks (Atlanta) • Leigh M. Nason (Columbia)



THURSDAY

NOVEMBER 8, 2018 (CONTINUED)

3:15 – 3:30 p.m.

Break

3:30 – 4:00 p.m.

Making It Work at Work: Key Solutions Under the ADA

Reasonable accommodations issues under the ADA often include a delicate balancing act between employee needs and business realities. How should a company best sort out the essential and nonessential job functions? When is light duty required? When is a position truly vacant? This session will provide key takeaways for three challenging situations involving potential ADA accommodations that keep employees at work: on-the-job accommodations, light duty, and vacant positions.

Speakers: Michael M. Shetterly (Greenville) • Nonnie L. Shivers (Phoenix)

4:00 – 4:45 p.m.

Pop Quiz—Labor and Employment Exclusive Style

Finish the day with a fast-moving and fun quiz on challenging labor and employment law issues! Attendees will be put to the test with tough questions and scenarios in multiple topic areas, and they will provide their answers via polling devices. The correct answers will be revealed—and explained—by practitioners in each of the areas.

Moderators: Michael H. Cramer (Chicago) • Trina Ricketts Le Riche (Kansas City)

Speakers: Rodolfo R. Agraz (Dallas/Raleigh) • Melissa A. Bailey (Washington, D.C.)
Michael Clarkson (Boston) • Joseph T. Clees (Phoenix)
Janice G. Dubler (Philadelphia) • Elizabeth M. Ebanks (Richmond)
Thomas M. McInerney (San Francisco) • David Raizman (Los Angeles)
Pietro Straulino-Rodriguez (Mexico City)

4:45 p.m.

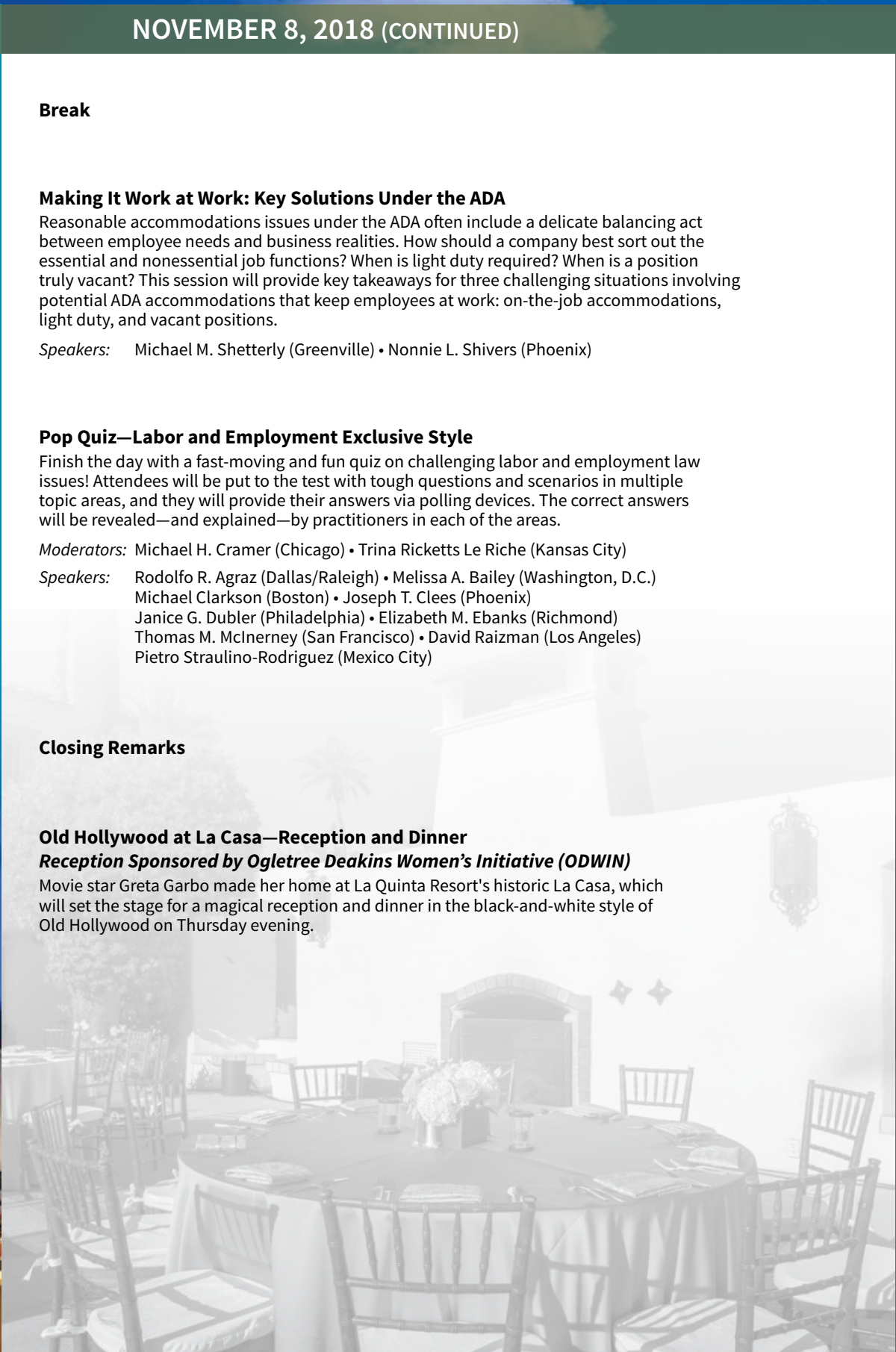
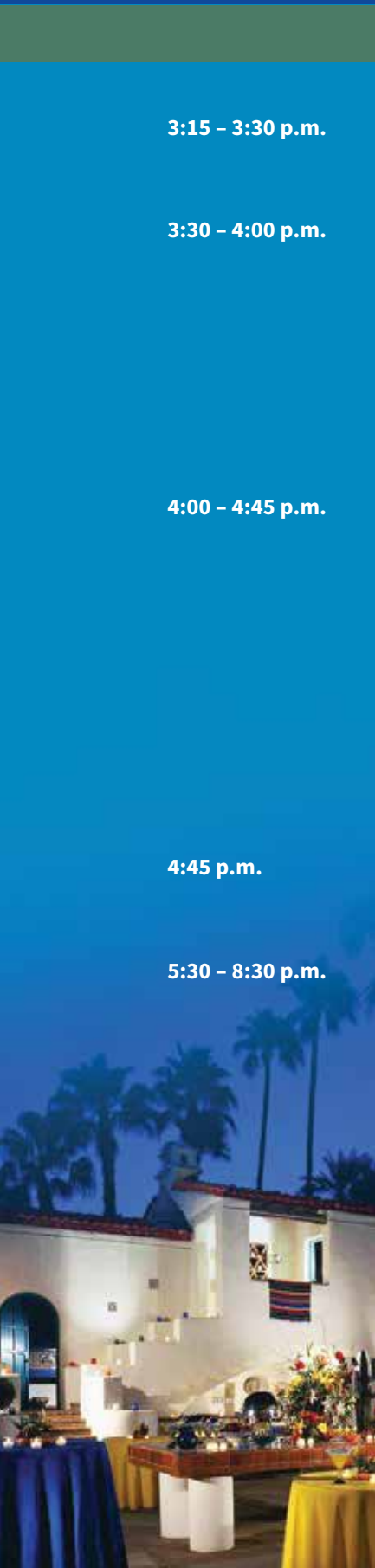
Closing Remarks

5:30 – 8:30 p.m.

Old Hollywood at La Casa—Reception and Dinner

Reception Sponsored by Ogletree Deakins Women's Initiative (ODWIN)

Movie star Greta Garbo made her home at La Quinta Resort's historic La Casa, which will set the stage for a magical reception and dinner in the black-and-white style of Old Hollywood on Thursday evening.



FRIDAY

NOVEMBER 9, 2018

7:00 – 8:30 a.m.

Breakfast

8:30 – 8:45 a.m.

Opening Remarks

James M. McGrew (Atlanta)

8:45 – 9:30 a.m.

Supporting and Fostering a Harassment-Free Environment

In the wake of the #MeToo movement and other current events, it is more important than ever that a supportive culture free from harassment emanates from the top, including the legal department. How can in-house counsel ensure policies are up to date, with effective reporting and enforcement procedures? Should companies revise or reconsider policies concerning dating in the workplace, company-sponsored events, or other areas? This session will help in-house counsel in their efforts to ensure a healthy and safe environment free from harassment.

Moderator: Todd J. Kaiser (Indianapolis)

Speakers: Claudia N. Curtis, *Chief Employment Counsel*, Becton, Dickinson and Company
Kerri S. Reisdorff (Kansas City)
Kelly W. Schemenauer, *Vice President, Legal*, AMC Entertainment Holdings, Inc.

9:30 – 10:00 a.m.

Employment Trials in a “Post-Truth” Age: What’s Changed?

It can be tough convincing a jury that an employee was properly fired. How much more difficult are those challenges in a “post-truth” age? What roles do social media and the current political discourse have in the modern jury trial? How do millennials’ viewpoints affect a jury’s deliberations? In this session, two litigators and a jury consultant will provide their insights on trying employment cases in a climate where jurors often believe “fake news” to be fact and treat fact as fiction.

Speakers: Dan R. Gallipeau, Ph.D., *President*, Dispute Dynamics, Inc.
Jonathan O. Harris (Nashville) • Betsy Johnson (Los Angeles)

10:00 – 10:15 a.m.

Break

10:15 – 11:15 a.m.

FRIDAY KEYNOTE SPEAKER: SPY THE LIE

In-house counsel are well aware of the importance of properly conducting workplace investigations. And while getting to the truth of the matter is critical, there is a complicating factor: people sometimes lie. Join our keynote speaker, Philip Houston, former CIA interrogator and coauthor of the best-selling book *Spy the Lie*, as he shares tools and tactics for detecting deception. These skills, which can be learned quickly and applied to every workplace, can provide in-house counsel with critical insights on conducting effective workplace investigations.



Speaker: **Philip Houston**, Former CIA Officer, and Current Chief Executive Officer and Founding Partner, QVerity

11:15 – 11:30 a.m.

Break



FRIDAY

NOVEMBER 9, 2018 (CONTINUED)

11:30 a.m. – 12:30 p.m.

BREAKOUT SESSIONS—SERIES 3

1. Complex Leave Challenges: Round 3—Employee Benefits

Overlooking the employee benefits issues created by leave can cause significant liability for an employer under the Employee Retirement Income Security Act (ERISA), the Family and Medical Leave Act (FMLA), and wage and hour laws, as well as have unintended tax consequences. On top of that, failure to be purposeful with plan design is a missed opportunity to manage costs and align plans with leave processes and objectives. Join our panel for a discussion specifically for non-ERISA counsel on the issues to raise to ensure your company is effectively managing benefits during employee leaves.

Speakers: Timothy J. Stanton (Chicago) • Penny C. Wofford (Greenville)

2. DOL Opinion Letters and Local Laws: Wage and Hour Update

From new programs and opinion letters emanating from the U.S. Department of Labor (DOL) to the continued proliferation of state and local laws, to major court decisions impacting independent contractors, it's been a busy year in the realm of wage and hour law. This session will cover the latest updates on both the federal and state levels and how in-house counsel can manage compliance with the ever-growing patchwork of wage and hour laws.

Speakers: Margaret Carroll Alli (Detroit (Metro)) • Robert R. Roginson (Los Angeles)

3. Bullying and Harassment in a Global Workforce: Investigations and Remedies

Multinational employers face a lot of thorny challenges connected to investigating bullying and harassment claims. An investigation into serious allegations requires careful planning, as does dealing with the aftermath, including implementing remedial measures if needed. Join our session for sophisticated insights into that planning process, as well as tips for coping with the disruption an investigation may bring. Our panelists will also share common threads that run through most international investigations and mistakes that even savvy in-house counsel might make.

Speakers: Jean-Marc Albiol (Paris) • Carson G. Burnham (Boston)
Naveen Ganesh, *Executive Director & Compliance Counsel*, Alexion

4. Voluntary Early Retirement and Workforce Restructuring Programs: When, Why, and How?

While the economy might be growing, technological advances, outsourcing, delayed retirement by baby boomers, and other factors have led companies to explore options to reduce their headcount or, in some cases, incentivize older workers to retire early to pave the way for the next generation of leaders to take on more meaningful roles. This session will explore strategies for achieving company goals and mitigating risks, and offer practical solutions for how to develop, implement, and communicate reductions in force and early retirement programs.

Speakers: Shannon K. Bagato, *AVP Assistant General Counsel*, TTX Company
Rodney A. Harrison (St. Louis) • Timothy G. Verrall (Houston)

5. The Landscape for Class Action Waivers After *Epic Systems*

Earlier this year, the Supreme Court of the United States issued a long-awaited opinion that upheld the enforceability of class action waivers in employment arbitration agreements. While the decision provided clarity for employers, it did not eliminate the unique challenges surrounding class action waivers. In this session, our speakers will explain how employers can benefit from the Court's ruling, discuss the pros and cons of using class action waivers in arbitration agreements, and provide strategies that in-house counsel can implement to manage litigation.

Speakers: Elizabeth A. Falcone (Portland) • Christopher C. Murray (Indianapolis)
Jennifer L. Santa Maria (San Diego)



12:30 – 1:45 p.m.

LUNCH AND KEYNOTE ADDRESS: Can You Hear Me Now?

In-house counsel have to listen to people all the time—including company executives, managers, employees, and outside counsel. So they must be good listeners, right? Join communications and body language authority Jan Hargrave for an insightful and humorous take on how to be an effective listener and make yourself heard in turn!

Speaker: **Jan Hargrave**, CEO, Jan Hargrave and Associates

1:45 – 2:00 p.m.

Break

2:00 – 3:00 p.m.

BREAKOUT SESSIONS—SERIES 4

1. Complex Leave Challenges: Round 4—Return-to-Work Issues

With myriad leaves of absence available to employees, return-to-work issues are among the trickiest for employers to navigate. Whether leave was taken pursuant to a statutory right or under the employer's own policy, it is critical to follow best practices with regard to record-keeping, length of leave, the right of the employee to return to a previous position or to a full schedule, and fitness-for-duty certification. Join our panel for an in-depth discussion of these and other thorny issues.

Speakers: Mark Diana (Morristown) • Keith D. Frazier (Nashville)

2. Wearing Two Hats? Navigating the Dual-Hat Dilemma *(One hour of CLE ethics credit may be available.)*

While in-house counsel often perform multiple business roles, one of the top ethical challenges continues to be the dual-hat dilemma—who is the client, and when does the attorney-client privilege apply? Using hypothetical scenarios, this session will cover the latest ethical standards and duties relating to the dual-hat dilemma (including Model Rules of Professional Conduct 1.13, 1.7, 4.2, 4.3, and 8.4); examine potential conflicts of interest and privilege issues; and offer best practices for navigating this often problematic area.

Speakers: William E. Grob (Tampa) • Alexis Pheiffer, *Senior Counsel – Employment & Litigation*, Sprouts Farmers Market • Clark Whitney (Philadelphia)

3. Securing Your Workplace in the World of Data Privacy and Cybersecurity

U.S. courts have ruled that employers can be liable when employees click on phishing scams and disclose personally identifiable information. In addition, companies with business operations in the European Union face fines of up to 4 percent of their annual worldwide gross revenue under the General Data Protection Regulation. The opportunities for employees to err in ways that subject companies to enormous liabilities are substantial, and courts and governments around the world are requiring that employers act now. This session will discuss the latest risks and provide practical tools to limit liability.

Speakers: Cécile Martin (Paris) • Grant D. Petersen (Tampa) • Danielle Y. Vanderzanden (Boston)

(Breakout Sessions continued on the next page)

FRIDAY

NOVEMBER 9, 2018 (CONTINUED)



3:00 – 3:15 p.m.

3:15 – 4:00 p.m.

4:00 – 4:45 p.m.

4:45 p.m.

5:30 – 7:00 p.m.

4. Managing the Threat of Violence in the Workplace

Incidents of workplace violence, including harassment, threats, cyberbullying, and even active shooter situations, are far too commonplace. Given the risk of violence, it is imperative that companies keep policies, procedures, training, and emergency action plans up to date. Join our panel for a discussion of current best practices that can help employers meet the goal of providing safe workplaces, as well as appropriate responses should incidents of violence occur.

Speakers: Bernard J. Bobber (Milwaukee) • Robin Repass (Denver/San Francisco)
Gerard K. Rodriguez, *Senior Employment Counsel*, Nestle Purina PetCare Company

5. Restrictive Covenant Front Lines: Recent Developments and Decisions

In-house counsel frequently draft restrictive covenants for employees, oversee litigation to enforce restrictive covenants signed by departed and competing employees, and interpret restrictive covenants signed by lateral candidates. The applicable law is continually changing, with new legislation proposed in various jurisdictions and new interpretations issuing from various courts. This session will cover these developments, as well as the most critical provisions in noncompetes and restrictive covenants that employers often inadvertently ignore—and the resulting war stories.

Speakers: Myra M. Cars, *Managing Director, HR Legal Services and Employment Litigation*, Applied Materials Inc. • John C. Glancy (Greenville) • Tobias E. Schlueter (Chicago)

Break

The Joint-Employer Quandary: Legal and Business Angles

Joint-employer issues continue to expand and change in both the employment and traditional labor arenas. They can impact many employers—parent and subsidiary entities, contractors and subcontractors, franchisors and franchisees, and more. As the rules continue to change, multiple entities may be held jointly liable for unpaid wages or may be caught unawares by collective bargaining obligations. This session will explore the nuances of current laws and how best to manage the related complications with contingent labor, misclassification issues, bargaining with unions, and litigation.

Moderator: Wade M. Fricke (Cleveland)

Speakers: Gary D. Eisenstat (Dallas) • Elizabeth M. Soveranez (Phoenix)

Escaping the Retaliation Merry-Go-Round

Retaliation claims top the list for litigation again this year, and it's no wonder. One wrong step when handling a retaliation claim can bring another retaliation claim, and around and around we go. When an investigation of a claim reveals wrongful or illegal activity by the complainant, dealing with that issue may be framed as—guess what—retaliation. Join us to learn surefire strategies for handling unusually tricky retaliation issues—including claims from current employees and traps for the unwary during litigation—and tips for anticipating and preventing common missteps by HR, so the cycle of claims can stop.

Moderator: Cynthia A. Bremer (Minneapolis)

Speakers: Paul Lancaster Adams (Philadelphia) • Aisha Christian, *General Counsel*, KIPP: NYC
W. Scott Hardy (Pittsburgh)

Special Drawing and Closing Remarks

Chasing Waterfalls Reception

Close out your Friday where Ginger Rogers married Jacques Bergerac. The soothing sounds of cascading water create the perfect setting to relax with cocktails and hors d'oeuvres after an information-packed day.

SATURDAY

NOVEMBER 10, 2018

8:00 – 9:00 a.m.

Breakfast

9:00 – 10:00 a.m.

BAD (Burnout, Addiction, and Depression) Is Not Good for Your Legal Department

(One hour of CLE specialty credit for Substance Abuse, Addiction Issues, Elimination of Bias, or Mental Illness Awareness may be available.)

Burnout, addiction, depression, and related issues are widely impacting today's workplaces. The consequences of not appropriately addressing these issues can be far-reaching, from performance problems to workplace strife. People in high-stress positions, including those in the legal department, are often called upon to advise others on these issues—and may be susceptible themselves. Join popular speaker Dennis A. Davis, Ph.D., psychologist and Ogletree Deakins' Director of Client Training, for an engaging presentation using real-world scenarios to help in-house counsel handle unanticipated workplace challenges and reduce stress.

Speaker: **Dennis A. Davis, Ph.D.** (Torrance)

10:00 – 10:15 a.m.

Break

10:15 – 11:15 a.m.

BREAKOUT SESSIONS—SERIES 5

1. Changing Your Mind: Why the ABA, Ethics Boards, and Corporate Law Departments Are Supporting Mindfulness Training for Lawyers *(One hour of CLE ethics or professionalism credit may be available.)*

Attorneys work in fast-paced, high-stakes environments and have (they believe) little time to disconnect for stress reduction. However, research has shown that mindfulness programs measurably increase productivity. Mindfulness can be practiced almost anywhere at any time. It also helps attorneys comply with certain ethics rules, among them Rules 1.1, 1.2, 1.4, 2.1, and 4.1 of the Model Rules of Professional Conduct. Join us to learn about mindfulness practice; how it can increase your attention span, decision-making capabilities, and memory; and why both the ABA and state boards are beginning to look at the ethical pitfalls of “distracted” law practice.

Speakers: Maria Greco Danaher (Pittsburgh) • Julie A. Donahue, *Employment Counsel*, Universal Health Services, Inc. • Leslie E. Wallis (Los Angeles)

2. In Employment Immigration, Forewarned Is Forearmed: Adjusting to the Crackdown

The drive to quadruple worksite inspections by immigration enforcement officials has dramatically increased the risk to employers of I-9/E-Verify audits, investigations, and fines. Additional shifts in how the government administers employment-based immigration policy have resulted in heightened scrutiny of visa and green card applications, delays, and denials, with further burdens still possible. Our speakers will help explain the moves the government is making and what employers can do to ensure compliance while mitigating the fallout from these changes.

Speakers: Jacquelyn P. Maroney (Austin) • Stephen H. Smalley (Raleigh)

3. Case Valuation Workshop

In-house counsel face pressure to predict the costs of litigation. What is the best way to assess what a case is worth—and account for risks in terms of an organization's overall business strategy? What tools can in-house counsel use to convey a case valuation in terms that boards and CFOs appreciate, and help with well-informed decision making? This hands-on workshop will give attendees a chance to explore the latest tactics for valuing a case—and effectively communicating that value.

Speakers: Anthony B. Byergo (Seattle) • Robert R. Niccolini (Washington, D.C.)

REGISTRATION INFORMATION



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(760) 564-4111

REGISTRATION

Online: www.ogletree.com/our-programs
Email: ODEvents@ogletree.com

COST

\$895 per person for clients
\$1,395 per person for non-clients

HOTEL RESERVATIONS

Hotel reservations at La Quinta Resort & Club, a Waldorf Astoria Resort, can be made by calling (800) 598-3828. To receive the Ogletree Deakins rate of \$239 per night, please provide the group code "ZOD18" and the dates of the conference by October 17, 2018. The resort fee has been waived for those who book their reservations using the group code.

Note: Your credit card will be charged a minimum deposit of one night's room and tax at the time of reservation.

CLE

CLE (including ethics and other specialty credits) 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. New York attorneys who need financial aid to attend may view the policy here: <https://tinyurl.com/clefinancialaid>.

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