



***Lights, Camera and (Adverse) Action!***  
***A Behind the Scenes Look at Employment Law***

**NOVEMBER 1, 2018 ADVANCED EMPLOYMENT LAW CONFERENCE**

***Presented by: Rougeux & Associates PLLC***

**CONFERENCE AGENDA**

**7:30 a.m. Breakfast and Networking**

**8:00 a.m. Welcome & Introductions**

**8:15 a.m. Casting Call. Are Your Hiring Practices Up to Date?**

*We meet our cast of characters as they make their way through the hiring process. All seems to be going well at first, but drama soon ensues as illegal hiring practices come to light and our Human Resources heroes have to jump into action to save the day.*

*Our behind the scenes team will examine the most common legal pitfalls of the hiring process, together with the most recent guidance provided by governmental agencies and courts. Expect dramatic results when uncovering thorny issues such as I-9 compliance, discriminatory hiring and pre-hiring practices, compensation decisions, and how to legally and strategically staff your organization.*

**9:15 a.m. Break & Networking**

**9:30 a.m. The Plot Thickens. Management Challenges in 2018**

*Our cast has entered the workforce where hilarity, hijinks, and some steamy workplace romance await. Management faces their toughest challenge yet, as performance issues, lost time occurrences, and workplace complaints loom around every corner. In a race against time, company leadership has one shot to prevent the mounting lawsuits!*

*Join our behind the scenes team in a comprehensive and collaborative discussion of recent EEOC initiatives, enforcement actions, and court decisions related to anti-discrimination, harassment, leaves of absence (both existing law and what's coming), workplace accommodations under the ADA, workplace investigations, and shifts in the NLRB's stance on workplace policies.*

**11:00 a.m. Break & Networking**

**11:15 a.m. The Cutting Room Floor. Defensive Employment Termination and Post-Termination Practices**

*As the smoke clears and the dust settles at the office, those left standing are forced to reflect on their actions. Did they do the right thing? Will any termination(s) come back to bite them in a scary movie sequel?*

*Our behind the scenes team will examine legal documentation and practices needed to best protect the company in the termination and post-termination process, to include a discussion of the legal and practical requirements of employment agreements, responding to unemployment and wage claims, best practices for defending EEOC charges, EEOC enforcement actions in the Trump era, and employer claims against former employees.*

**12:30 p.m. Adjourn**