

Employment law problems are different from other commercial legal problems. Employment lawsuits, labor disputes, or workplace safety risks—to name a few—can damage employee morale, affect your public image, and hit the bottom line hard. And the motives of your management are often at issue. We can help.

Lawyers at Constangy handle all aspects of labor and employment law on behalf of employers.

Class action defense

Employment litigation prevention and defense

Labor relations

Affirmative action

Occupational safety and health

Wage and hour law

Employee benefits and ERISA litigation

Business immigration

Trade secrets

Workers' compensation

www.constangy.com

The world of human resources and employment law might seem like a circus with fast changing legislation, high flying legal opinions and wild regulations. To keep your business running smoothly, you need to plan well and understand the risks. Adapting to the ever changing legal requirements and business environment is necessary. Over the past year, we have seen significant changes in the world and more particularly in the area of employment law. It is critical for legal counsel, human resource professionals and business owners to stay abreast of the latest rules and regulations to lead their companies into the future. Please join us at greatest HR show on earth for the Constangy, Brooks, Smith & Prophete 2017 employment law seminar where you will hear all of the latest information and much needed practical advice. This program offers 8 informative sessions designed to help you develop winning strategies for your workplace.

The Constangy, Brooks, Smith & Prophete, LLP Labor & Employment Law Workshop is an interactive program designed for human resource professionals, corporate counsel, supervisors and managers, and business owners. The program includes a seminar manual, access to presentations and materials, as well as a continental breakfast and lunch. The seminar is a cost-effective opportunity to get answers to questions and specific practical advice from our employment lawyers. Participants in previous years' programs have told us that this is the most valuable seminar they attend all year.

TO REGISTER

Register and pay online at www.constangy.com. or complete the attached registration form and mail it with payment to Madeline Holihan, Constangy, Brooks, Smith & Prophete at 230 Peachtree Street NW, Suite 2400, Atlanta, Georgia 30303. You may fax in your registration form and mail in payment. Forms may be faxed to (678) 999-7830, or e-mailed to mholihan@constangy.com.

REGISTRATION FEE

The cost is \$195 per person for the first registrant from a company and \$175 for each additional person from that company. The fee includes all reference materials, continental breakfast, lunch and parking.

The hiring of a lawyer is an important decision that should not be based solely upon advertisements. Before you decide, ask us to send you free written information about our qualifications and experience.

ACCOMMODATIONS

Space may be available at the connecting hotel, the Renaissance Waverly Hotel, 2450 Galleria Parkway, Atlanta, GA 30339, Phone: 770-953-4500.

DIRECTIONS

Cobb Galleria Centre is located in prestigious Northwest Atlanta at the intersection of I-75 and I-285, just 25 minutes from Atlanta's Hartsfield-Jackson International Airport and minutes from downtown and Buckhead.

If Traveling Northbound On I-75

(or coming from Atlanta's Hartsfield-Jackson International Airport) If traveling north or south on I-75 take Exit 258/Cumberland Boulevard. Go west on Cumberland Boulevard and proceed to Cobb Parkway/US 41. Turn right on Cobb Parkway and go 7/10ths of a mile to Galleria Drive. Turn right onto Galleria Drive and right again into the Cobb Galleria Centre parking deck.

North/East Directions From I-285

If traveling north or east on I-285 take Exit 19/Cobb Parkway/US 41. Turn right onto Cobb Parkway and move into the left-hand turning lane. Turn left onto Galleria Drive and right into the Cobb Galleria Centre parking deck.

South/West Directions From I-285 (Stone Mountain/Athens):

If traveling south or west on I-285 take Exit 20/Cobb Parkway/US 41. Turn left onto Cobb Parkway and go under I-285. Make a left-hand turn at the second traffic light onto Galleria Drive and turn right into the Cobb Galleria Centre parking deck.

CONTINUING EDUCATION CREDIT

It is the tradition of Constangy, Brooks, Smith & Prophete, LLP to provide programs that meet the certification credits through the Society for Human Resource Management. This program is pending approval for 6.0 general credits from HRCI and SHRM.

To learn more about dates and locations of workshops in other cities, visit www.constangy.com, or call your Constangy attorney.




UNDER THE BIG TOP

**THE
GREATEST
HR SHOW
ON EARTH**

**ANNUAL
LABOR & EMPLOYMENT
LAW WORKSHOP**

ATLANTA
Cobb Galleria Centre
Atlanta, Georgia
Thursday, May 25, 2017



You may also register and pay online at www.constangy.com

(Please Print)
In Atlanta on May 25, 2017 (Deadline May 18)

Name _____

E-mail _____

Title _____

Company _____

Address _____

City _____

State _____ Zip _____

Phone _____ Fax _____

Special Need/Dietary _____

One-day employment law workshop
(first attendee from company): \$195 _____

One-day employment law workshop
(each additional attendee from company): \$175 _____

Total Fees Remitted: _____

Credit Card Payment: MC VISA Am. Exp.

Card Number _____ Expiration Date _____

Name on card: _____

Make checks payable to: CONSTANGY, BROOKS, SMITH & PROPHETE, LLP. Mail form with payment to Madeline Holihan, Constangy, Brooks, Smith & Prophete, LLP at 230 Peachtree Street NW, Suite 2400, Atlanta, Georgia 30303 (or fax 678-999-7830.)



**8:00–8:30 PRE-SHOW ACTIVITIES:
REGISTRATION & CONTINENTAL BREAKFAST**

8:30–8:45 INTRODUCTION

Neil Wasser

8:45–10:00

The Three Ring Circus: Recent Developments in Labor and Employment Law **Tim Newton**

As a new President settles into the White House, employers are anxiously waiting to see the direction employment law will take. But to understand where we are going, we must first know where we have been. Join us for this informative session to examine the three ring circus of employment law – where we have been during the past year, where we are now, and where we can expect to go in the future.

10:00–11:15 THE FIRST ACT

Walking the High Wire: Top 5 Compliance Issues

Joe Murray

Navigating the ever-changing employment laws is like walking the high wire. If you make one wrong step, the results could be devastating. This session will cover the five top compliance issues facing employers today – OSHA’s new guidance on post-incident drug testing, recent decisions regarding protections for LGBTQ employees, medical marijuana in the workplace, risks of independent contractor misclassification, and complying with the Fair Credit Reporting Act and other background screening limitations. With so much at stake, this is an act you can’t afford to miss.



Taming the Lion: Responding to the NLRB’s Latest Attacks **Leigh Tyson**

All employers, whether unionized or not, need to heed the roar of the National Labor Relations Board. Union elections, protected concerted activity and other Board initiatives continue to be hot topics for employers of all sizes. Join us for this engaging session to review where the National Labor Relations Board is today, and where we might expect it to be tomorrow with a new Board appointed by the new President.

11:15–11:30 INTERMISSION: COFFEE BREAK

11:30–12:30 THE SECOND ACT

Getting Shot out of a Cannon: FLSA in a Changing Work Environment **Tim Newton**

The world of wage and hour law continues to change due to regulatory action and an evolving workplace environment. Failing to prepare for these changes would be like the circus daredevil being launched without a safety net. This informative session will review best practices for handling all of your wage and hour issues, from the recent, uncertainty of the salary requirement for exempt positions to a mobile workforce, and everything in between.

The Show Must Go On: Rightsizing Your Workforce **Tamika Nordstrom**

As business needs change, employers must continually find the right size for their workforce. Whether you are terminating one employee or a hundred, and whether you are terminating for cause or as the result of a layoff, preparation is the key to success. Join us as we discuss the rules for terminations, layoffs, reductions in force and early retirement programs, and explore risks and best practices for each.

12:30–1:45 THE CONCESSION STAND: LUNCH



1:45–3:00 THE THIRD ACT

The Clown Car: Coping with the EEOC and EEO-1 Reports **Cara Crotty**

Prepare to be amazed as you witness a session jam-packed with information about the EEOC and the new EEO-1 reporting requirements. This session will explore the EEOC’s latest steps and newest regulatory agenda to help you put your workforce on the right track. We will also examine in detail the new EEO-1 annual reporting requirements including practical advice on the new pay data analysis and common pitfalls of EEO-1 reporting.

3:00–3:15 INTERMISSION: SNACK BREAK

3:15–4:30 THE FINAL ACT

The Juggling Act: Scheduling and Leave Issues under the FMLA **Steve Hopkins**

Like juggling, scheduling leave under the Family and Medical Leave Act looks like it should be relatively easy. However, properly scheduling and dealing with FMLA leave issues takes knowledge and practice to keep all the balls in the air at the right time. In this session, we’ll discuss how the latest DOL guidance affects employers and employees. We’ll also review other important scheduling and leave issues to keep you from dropping the ball.

Tickets to the Show: Perfecting Your Documentation to Avoid Risk **Erica Mason**

Despite the electronic age, documentation continues to be one of the most important aspects of employment law. Properly maintained personnel records can be an asset to the company and limit exposure long after an employee has departed. This interactive presentation will focus on maintaining a personnel file that can withstand the scrutiny of the government and a court of law. We will also address internal e-mails, documenting performance and best practices to ensure the greatest protection.