

3:10 – 3:25 SNACK TIMEOUT

3:25–4:25 BREAKOUT SESSIONS

Winning the Non-Conference Game – Dealing with Government Agencies

Robin Midulla

Is your opponent claiming your team should be disqualified? Are there allegations that you engaged in recruiting violations, your players are too young, your facility is not safe, or are there players who quit claiming they should still get a paycheck? This session will guide you through what to expect when government agencies come calling (EEOC, FCHR, Wage and Hour, Unemployment Compensation, OSHA) and winning strategies to utilize in responding to government investigations.

Personal Fouls – Dealing with Use of E-mail and Online Social Networks

Cherie Silberman

Social networking sites and internet forums such as Facebook, MySpace, and Twitter are popular tools for businesses, but they pose potential legal risks for employers. In what ways can employers take advantage of these tools for recruiting and screening potential employees, but avoid or limit risks associated with employee use of this technology through monitoring? How should employers respond to employee blogs? In this session, we will offer guidance on using social networks to your advantage while minimizing liability, and provide tips on how to implement social networking policies for your workplace.

When the Whistle Blows – Advanced Whistleblower & Retaliation Issues

Leticia Valdes

The first person who throws a punch never gets called for the foul. It's always the second person who throws a punch . . . the person who retaliates . . . that gets thrown out of the game. While it may be tempting to throw an elbow from time to time in response to overaggressive employees, you run the risk of getting called for a technical foul. In this session, we will discuss whistleblower and retaliation claims and ways to play tough without fouling out.

4:25 – 5:30 POST GAME CELEBRATION

Cocktail party and door prizes.

As Bobby Knight, former coach of the Indiana University Hoosiers, once said, "Everyone wants to win, but not everyone is willing to prepare to win." Life, especially life in human resources, is like a basketball game—the tempo is fast-paced, the momentum is constantly shifting, and the game plan is continually changing. During the past year, the country has undergone significant changes, and business owners and employers are feeling the effect. The rules of the game are fluid and it is important to keep ahead of the pack. As the coaches of your teams, you need to have a strong game plan and winning strategy to address these issues and additional changes looming on the horizon; in other words, you need to prepare to win. This program is designed to do just that—prepare employers to meet the many challenges associated with managing employees, complying with government regulations and adhering to the labor and employment laws.

Constangy, Brooks & Smith's Labor & Employment Law Workshop is an interactive program designed for human resources professionals, corporate counsel, supervisors and managers. The program includes a comprehensive seminar manual and DVD that will be useful resources, continental breakfast, lunch, and a cocktail reception at the end of the day. The seminar is a cost-effective opportunity to get answers to your questions and specific practical advice. Participants in previous years' programs have told us that this is the most valuable seminar they attend all year.

TO REGISTER

Complete the attached registration form and mail it with payment to Constangy, Brooks & Smith, LLP at P.O. Box 1840, Tampa, FL 33601. You may fax in your registration form and mail in payment. Forms may be faxed to (813) 223-2515 or e-mailed to dkey@constangy.com. You may now also register and pay online at www.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, luncheon and reception.

ACCOMMODATIONS

Overnight accommodations at the Marriott Waterside are available at a discounted rate of \$189 for reservations made by February 26. Call 800-266-9432 for Passkey Reservations at Marriott Waterside.

PARKING

Complimentary valet parking is available at the Marriott.

CONTINUING EDUCATION CREDIT

It is the tradition of Constangy, Brooks & Smith, LLP to provide programs that meet the CLE requirements of the State Bar as well as certification credits through the Society for Human Resources Management.

For more information, call Doris Key at 813.223.7166.

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

MARRIOTT WATERSIDE DOWNTOWN

THURSDAY, APRIL 1, 2010

From I-275 South, exit 45A
From I-275 North, exit 44.
Follow signs to Tampa Street.
Hotel will be 12 blocks ahead, across from
the Tampa Convention Center.

From Polk County, take I-4 to downtown
Tampa West exit.



