



# 2025 Triad Labor & Employment Law Workshop



## General Information

In today's workplace, compliance isn't just complex—it's downright spooky. With regulatory changes and evolving legal trends haunting employers both in North Carolina and across the nation, even seasoned professionals can find themselves caught in a web of uncertainty. That's why Constangy, Brooks, Smith & Prophete, LLP invites you to the 2025 Triad Annual Labor & Employment Law Workshop—a gathering where we shine a light on the darkest corners of labor and employment law.

Our Winston-Salem office and North Carolina team of attorneys will unmask a range of timely topics affecting the workplace, offering practical guidance and real-world solutions. This engaging, interactive program is designed to help human resource professionals, corporate counsel, supervisors and managers, and business owners navigate today's legal labyrinth.

Beyond the presentations, you'll have the chance to engage with legal experts and ask questions specific to the monsters under your bed—whether they're as broad as federal changes or as specific as a tricky employee situation.

Register now to join us on October 28th for Constangy's  
2025 Labor & Employment Law Workshop!

## Location

Embassy Suites by Hilton Greensboro | 204 Centreport Drive | Greensboro, NC 27409

## Registration

Please register here. The cost for this full-day program is \$200 per attendee, which includes parking, access to all reference materials, continental breakfast, lunch, and a cocktail reception held after the event.

## Cancellation Policy

Written cancellations that arrive at least one week before the event will be refunded.

Continuing Education Credit: This program is pending NC CLE accreditation, HRCI, and SHRM credit.



# 2025 Triad Labor & Employment Workshop Agenda

## Agenda

**8:00 – 8:30 a.m.** | Registration and Continental Breakfast

**8:30 – 9:25 a.m.** | Workshop Introduction and Law of the Living Dead: What's Back (and Brand New) in Employment Law  
Speaker: Kristine Sims

**9:25 – 10:00 a.m.** | Spellbinding Policies: Casting Compliance into Your Handbook  
Speaker: Rodrigo Pocasangre

**10:00 - 10:15 a.m.** | Coffee Break

**10:15 – 10:45 a.m.** | Beware the Bots: AI Tricks, Treats, and Legal Traps  
Speaker: Robin Shea

**10:45 – 11:30 a.m.** | Don't Get Tricked by a Click: Data Breaches & Legal Screeches  
Speaker: Matthew Toldero

**11:30 – 12:00 p.m.** | The EEOC's Crystal Ball: What Scares Them (and Should Scare You)  
Speaker: Alexis Holloway

**12:00 - 1:00 p.m.** | Lunch

**1:00 – 1:45 p.m.** | Skeletons in the Files: Conducting Investigations Without a Scare  
Speaker: Missy Spainhour

**1:45 – 2:30 p.m.** | Cursed Connections: When ADA, FMLA & Workers' Comp Collide  
Speaker: Nia Doaks

**2:30 - 2:45 p.m.** | Coffee Break

**2:45 – 3:30 p.m.** | The Compliance Crypt: I-9 Pitfalls and Other Immigration Terrors: Be Aware of What Lurks Below the Surface  
Speaker: Dan Ball

**3:30 – 4:15 p.m.** | Beneath the Surface: Unmasking Everyday HR Nightmares  
Speaker: Bill McMahon

**4:15 – 5:00 p.m.** | No Tricks - Just Answers: Ask the Lawyer Live  
Speakers: Ken Carlson & John Doyle

**5:00 – 6:00 p.m.** | Cocktail Reception

