



# 2017 Employment Law Certificate Series: **Building Workplaces That Win**

Presented by  
**NEXSEN | PRUET**

NEXT CHALLENGE. NEXT LEVEL.

## OVERVIEW

Now in its third year, Building Workplaces That Win has quickly become the go-to employment law certification series for a number of professionals throughout the Carolinas interested in staying up-to-speed on the latest issues and trends influencing labor and employment law.

Join the attorneys of Nexsen Pruet for the 2017 certification series as we expand upon content covered in previous programs to deliver more in-depth and advanced educational sessions across a range of areas critical to mitigating disputes and building highly effective and productive workplaces.

In 2016, we brought you key information on a number of basic fundamentals related to topics such as leave laws; workplace harassment; compliance; benefits and executive compensation; and issues related to hiring, firing, and business immigration. [Click here to access the complete course materials.](#)

The 2017 series will build upon this foundation to provide critical insights on key topics, including key issues in settling wage and hour cases, trade secret protection and litigation, harassment prevention and retaliation claims, and wage and hour case settlements.

Sessions will be held in webinar format through Adobe Connect. Limited attendance is available; group discounts are available for two or more employees enrolling from the same company. Certificates will be issued to participants upon completion of the webinar series. Human Resource Certification Institute and Continuing Legal Education credits are pending.

## WEBINARS

Second Wednesday  
of every other month  
beginning  
February 2017  
Noon to 1 p.m.

**\$60 per person**  
*(includes entire series)*  
**\$50 per person**  
*(if two or more  
employees enroll from  
the same company)*

To RSVP, email [RSVP@nexsenpruet.com](mailto:RSVP@nexsenpruet.com)  
or call 803.540.2027

## WEBINARS

**February 8, 2017**

### Implications of the Changing Administration on Employment and Labor Law

- Future of overtime and other USDOL initiatives
- What to expect from the NLRB and unions under the new administration
- Upcoming changes impacting federal contractors
- Future (or lack thereof) of the Affordable Care Act
- Postponement — and potential elimination — of USDOL fiduciary regulations
- Selected provisions of tax reform legislation impacting employers

#### **Presented by:**

#### **William Floyd**

William has nearly three decades of experience helping companies navigate routine and complex labor and employment issues. Areas of expertise include labor law, benefits litigation, collective bargaining, discrimination, severances, investigations, and non-competition disputes.



#### **Jim Rourke**

Jim focuses his practice in two distinct areas: employee benefits and state and local tax matters. His background in employment matters includes 401(k), profit sharing, and pension and other qualified retirement plan administration as well as the administration of insurance and other fringe benefits.



## April 12, 2017 Foreign Nationals: Recruitment, Onboarding, Managing and Firing

- Determining work eligibility in interviews
- I-9 compliance and completion tips
- Managing the employment relationship — Visa sponsorship
- Don't ignore families
- Terminating sponsored employees

### ***Presented by:***

#### **David Garrett**

David focuses on immigration-related matters and civil litigation. He assists multinational companies with international workforces in expediting the movement of workers and goods, and is well versed on a range of compliance matters such as ICE inspections, corporate immigration policies, and immigration issues in mergers and acquisitions.



#### **David Robinson**

David concentrates his practice on helping global businesses integrate corporate compliance and operational programs into subsidiary operations, facilitate the transfer of personnel among operations, comply with export control and boycott regulations, and negotiate commercial and joint venture relationships.



## June 14, 2017 Strategies for Trade Secret Protection and Litigation

- Enforceable confidentiality, non-solicitation, and non-compete agreements
- State and federal statute protections
- Electronic and physical data security measures and employment policies
- Role of IT staff in data preservation
- Onboarding and separation of employees with access to information assets
- Handling suspected misappropriation issues

### ***Presented by:***

#### **Jimmy Byars**

Jimmy advises clients in a wide range of matters, including trade secrets, restrictive covenants, discrimination, wage claims, ERISA litigation, OSHA and NLRA investigations, and employee policies and handbooks.



#### **Gray Wallington**

Gray oversees the discovery of electronically stored information and is experienced in the identification, preservation, collection, review, and production of client documents ranging from paper to highly complex electronic files in a wide range of legal matters.



## August 9, 2017 Key Issues in Settling Employment-Related Claims

- What you need to know when settling an employment claim
- Settling claims with existing employees
- Settling claims with an EEOC charge pending
- Settling wage and hour claims
- Terms to include in a settlement agreement

### ***Presented by:***

#### **Cherie Blackburn**

Cherie has served as lead trial counsel in an array of cases involving employment law, trade secrets, trademarks, and business disputes. She is experienced in advising clients on wage and hour issues, audits related to compliance with wage and hour laws, and defense strategies involving wage claims, including FLSA collective actions.



#### **Mark Bakker**

Mark is a recognized employment law litigator who has represented and advised clients in federal and state courts throughout North and South Carolina, in arbitration panels, and before the EEOC, the South Carolina Human Affairs Commission, North Carolina Department of Labor and other state and federal agencies. His background also includes a focus on building proactive legal strategies to mitigate employment risks.



October 11, 2017

## OSHA's New Penalty Structure and Recordkeeping, Retaliation, and Drug Testing Rules

- What to expect during an inspection
- Contesting citations
- New recordkeeping rules
- OSHA's interpretation on incentive plans and drug testing policies
- New penalties
- Defending whistleblower investigations

***Presented by:***

**David Dubberly**

David is experienced in counseling clients on compliance matters, defense of government investigations, litigation, and mediation and arbitration. He is certified by the South Carolina Supreme Court as a Specialist in Employment and Labor Law, and is well versed across a range of areas — from trade secrets and whistleblowers to OSHA investigations and immigration compliance.



**Mike Scott**

Mike has successfully counseled clients on a variety of matters impacting the employment relationship, including issues related to occupational health and safety. His background also involves work as a Special Agent with the United States Drug Enforcement Administration, where he assisted with investigations into multinational drug trafficking organizations.



## December 13, 2017 Preventing Harassment and Retaliation Claims

- Harassment and retaliation laws and defenses
- Prevention in the workplace
- Internal training and communication
- Anti-harassment and retaliation policies
- Investigation of internal complaints
- Proper documentation

***Presented by:***

**Sarah Batson**

Sarah is a litigator and employment attorney who has a broad background guiding employers through a wide variety of complex disputes and compliance issues. Sarah practices in federal and state court and arbitrates in North and South Carolina.



**Melissa Fried**

Melissa focuses her practice on building proactive strategies that help clients avoid protracted legal disputes involving a spectrum of labor and employment matters. She is also well versed in defending clients when disputes cannot be resolved and has negotiated and tried a number of cases to verdict, arguing before state and federal courts as well as the South Carolina Court of Appeals.



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# EMPLOYMENT

A WEBINAR SERIES

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FEBRUARY-DECEMBER 2017