

2019 Employment Law Certificate Series

# Building Workplaces That Win

Presented by NEXT CHALLENGE. NEXT LEVEL.

**NEXSEN | PRUET**



## Overview

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

Join us for the 2019 certification series, as we expand upon content covered in previous programs to deliver more in-depth and advanced educational sessions across a range of critical areas from building highly effective and productive workplaces to mitigating disputes.

The 2019 series will provide critical insights on key topics such as leave issues, safety and health updates, compliance and risk mitigation, cybersecurity and employee privacy among other topics.

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 2019 through December 2019—  
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, please visit our website or contact Kelly Hill at [khill@nexsenpruet.com](mailto:khill@nexsenpruet.com)

## Webinars

**FEBRUARY 13, 2019**

**Leave Issues: How to Avoid Common Mistakes Related to the FMLA, ADA and Other Federal and State Laws**

- Common pitfalls in navigating leave for employees under the FMLA and ADA
- Understanding the interactive process under the ADA
- Pregnancy leave
- The employer's obligation under USERRA
- Tips for avoiding claims of retaliation

*Presented by*

**Cherie Blackburn**

Cherie is an employment attorney and experienced litigator, having advised and defended companies for over 30 years in matters involving employment, trade secret, trademark and business disputes. As lead counsel, she has tried cases involving various employment-related claims before juries in both federal and state court.

**Maressa Cuenca**

Maressa has diverse experience in various national and international legal contexts. She is an Associate in Nexsen Pruet's Columbia, South Carolina office, where she concentrates her practice on employment and labor matters.



**APRIL 10, 2019**

## Legal Opportunities and Challenges in Hiring in the Current Economy

- Attracting diverse and qualified applicants
- Assessing the risks of using social media in hiring
- Avoiding application and interviewing legal pitfalls
- Conducting legally compliant background checks
- Update on legal trends in drug testing/marijuana use in the workplace
- Other legislative trends in hiring and recruiting (e.g., salary history inquiries, ban the box, etc.)

*Presented by*

### **Mark Bakker**

Mark is a recognized employment law litigator and trusted legal advisor in employment and other business-related matters. He provides daily proactive advice and counseling to employers on many human resources issues.



### **Michael Scott**

Michael concentrates his practice in the area of employment and labor law. He joined Nexsen Pruet after working as a Staff Attorney for the South Carolina Court of Appeals.



**JUNE 12, 2019**

## Safety and Health Updates

- Direct and indirect costs of workplace accidents
- Frequently cited OSHA violations
- Safety issues and natural disasters
- Drug and alcohol abuse and testing
- Workplace violence prevention strategies

*Presented by*

### **David Dubberly**

David is an award-winning attorney who chairs Nexsen Pruet's Employment and Labor Law Group and co-chairs the firm's International Law Team.



### **Sara Svedberg**

Sara is an employment and labor law attorney with a concentration in advising businesses on employment law matters—including ADA, ADEA, FLSA, FMLA, and Title VII compliance—and representing companies in civil litigation in both state and federal courts.



**AUGUST 14, 2019**

## Employee Benefits Compliance: Critical Steps to Take for Compliance and Risk Mitigation

- A basic review of required plan documents and participant notices
- A review of the latest retirement plan litigation... and steps to avoid making headlines
- Managing employees on leaves of absence—when benefits end and continuation rights
- Retirement plan administration errors and how to begin to correct them

*Presented by*

### **Mike Brittingham**

Mike is a Certified Tax Specialist who clients turn to for advice about things like employee benefits, retirement plans, and executive compensation.



### **Jim Rourke**

Jim handles matters related to 401k, profit sharing, pension and other qualified retirement plan administration, as well as the administration of insurance and other fringe benefits. Jim also advises clients with respect to nonqualified plans, including deferred compensation and phantom stock plans.



**OCTOBER 9, 2019**

## Wage and Hour Update: Fair Labor Standards Act and State Law Refresher

- Exempt and nonexempt employees and other issues in calculating overtime pay
- Typical problems facing employers with tipped employees
- Independent contractors and joint employment issues
- Compliance with state wage and payment laws

*Presented by*

### **William Floyd**

William is a Certified Labor and Employment Law Specialist. Throughout his career, he has exclusively represented employers confronting labor and employment law issues.



### **Melissa Spence**

Melissa is an employment attorney in Charleston, where she focuses her work on building proactive strategies that help clients avoid long, protracted legal disputes involving a variety of labor and employment matters.



**DECEMBER 11, 2019**

## Cybersecurity and Employee Privacy: Finding the Balance

- The importance of information governance and data security policies to protecting company information
- Information security risks at each step of the employment relationship
- Employee privacy rights and concerns implicated by company data security measures
- Striking a balance between information security and employee privacy
- Best practices for responding to suspected information theft by an employee

*Presented by*

### **Jimmy Byars**

Jimmy is an employment litigator with a focus on information security and restrictive covenant issues, including trade secret litigation, non-compete drafting and enforcement advice, and development of related employment policies.



### **Kirsten Small, CIPP/US**

Kirsten came to the field of privacy law through her work as a litigator and appellate lawyer. She takes a proactive approach to information management, working with businesses of all sizes to develop tailored, cost-effective solutions for managing information and meeting data privacy challenges.



**To RSVP, please visit our website or contact Kelly Hill at [khill@nexsenpruet.com](mailto:khill@nexsenpruet.com).**

NEXT CHALLENGE. NEXT LEVEL.

**NEXSEN | PRUET**