

2020 Employment Law Certificate Series

Bringing Clarity to Workplace Complexity



Presented by NEXT CHALLENGE. NEXT LEVEL.

NEXSEN | PRUET

Now in its sixth year, Nexsen Pruet's employment law certificate series is *Bringing Clarity to Workplace Complexity* in 2020. Don't miss the go-to employment law certification program for professionals throughout the Carolinas interested in staying up to speed on the latest issues and trends influencing labor and employment law.

Sessions will be held in webinar format through Adobe Connect. Limited attendance is available; group discounts are given 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

Webinars

Second Wednesday of every other month beginning February 2020 through December 2020—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

FEBRUARY 12, 2020

Workplace Investigations

- Defining scope and preserving privilege when necessary
- Identifying and preserving evidence for review—records and witnesses
- Conducting witness interviews
- Making preliminary findings and re-evaluating scope
- Reporting best practices
- Preventing and addressing retaliation
- Following up and corrective action

Presented by

Sarah Sloan Batson

Sarah is a skilled litigator who guides employers through a variety of complex disputes and compliance issues. She practices in federal and state court and arbitrates in North and South Carolina.

Bridget Blinn-Spears

Bridget is a recognized litigator who defends clients against claims of discrimination, harassment, retaliation, restrictive covenant/non-compete agreements, wage and hour disputes, and class actions under the Fair Credit Reporting Act.



APRIL 8, 2020

Privacy Issues in the Workplace

- Federal and state law considerations for employee surveillance
- Physical searches of employee property and expectation of privacy concerns
- Privacy issues in personnel files
- Conducting background and credit checks on employees
- Monitoring employee social media activity

Presented by

Grant Close

Grant defends employers before federal and state courts in wage and hour matters, non-compete agreements, leave laws, employee contracts, and discrimination and harassment lawsuits. He also advises clients on compliance matters.



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.



JUNE 10, 2020

Best Practices for Protecting Trade Secrets

- Understanding the differences in trade secrets, confidential information and intellectual property
- The legal requirements for protecting trade secrets
- Internal mechanisms to ensure protection of trade secrets: upon hiring, during employment and upon termination
- Non-disclosure agreements and other contractual considerations for protecting trade secrets
- The law: state and federal statutory protections governing trade secrets

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.



Molly Cherry

Molly is fluent in Spanish and has a broad background in litigation and dispute resolution. Areas of expertise include employment and labor law, insurance coverage and bad faith, lender liability, and professional liability.



AUGUST 12, 2020

Managing OSHA inspections and defending whistleblower claims

- Federal and state safety and health regulators
- How to prepare for an OSHA inspection
- OSHA's inspection process and priorities
- Responding to OSHA citations
- Engaging in OSHA's informal conference process
- Contesting citations and proposed penalties
- OSHA's enforcement priorities
- Whistleblower protections enforced by OSHA
- OSHA whistleblower complaints and procedures

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.



Michael Scott

Michael focuses his practice on human resources training, advice and counsel, and litigating employment cases in South Carolina's state and federal courts.



OCTOBER 14, 2020

Employee Leave and Workplace Accommodations: Common Employer Pitfalls & Legal Update

- Navigating the interactive process under the ADA
- Understanding the interplay between the ADA and FMLA
- Preventing retaliation claims
- Update on recent ADA and FMLA case law

Presented by

Mark Bakker

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



Ashley Robertson Parr

Ashley is an employment and labor attorney who counsels businesses in a number of matters including policy development and implementation, discrimination claims, enforcement of restrictive covenants, wage claims, and compliance.



DECEMBER 9, 2020

Best Practices for Handling Harassment, Discrimination, and Employee Disciplinary Issues

- How to defend against reverse sex discrimination claims
- Heading off claims of retaliation
- Eliminating bullying behaviors in your workplace
- Documentation tips for employee discipline

Presented by

Christy Rogers

Christy focuses her practice on employment and labor law, handling a wide range of discrimination, harassment, confidentiality, and data and privacy matters. She provides practical counsel and advice to businesses navigating human resource issues.



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.



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