

ATTORNEY ADVERTISEMENT

**Fisher  
Phillips**

ON THE FRONT LINES  
OF WORKPLACE LAW™

2017 Fisher Phillips Annual Labor and Employment Law Summit  
**The Fine Art of Employment Law:  
From Compliance to the Courtroom**

**Orlando | October 19, 2017**

Fairwinds Alumni Center, University of Central Florida  
12676 Gemini Blvd. N. | Orlando, FL 32816

*A one day seminar for anyone with responsibility for  
managing people and policies impacting the workplace*

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## The Fine Art of Employment Law: From Compliance to the Courtroom

Join us for an engaging way to learn how to avoid the mistakes employers make that expose them to liability. As we weave in our fictitious case of *Janet Ballantine v. Timeshares Are Us*, attendees will get a close-up look at the best practices for the handling of internal complaints, discipline and termination, administrative agency reviews, and litigation discovery. Our program will conclude with an interactive and entertaining mock trial in which each attendee will serve as a member of a jury.

### Who Should Attend This Seminar?

This Employment Law Seminar is designed for anyone who manages employees and makes decisions impacting the workforce. The seminar will benefit Presidents, CEOs, COOs, CFOs, Human Resources Professionals, Risk Managers, and In-House Counsel with labor and employment responsibility.

### Why Attend This Seminar?

Attendees will receive practical advice which they will be able to use readily in their own organizations.

### Seminar Cost

The cost of the seminar is \$165 per person and includes both breakfast and lunch. If an organization sends multiple attendees, the discounted price is \$145 per person.

### Continuing Education Credits



This program is eligible for HRCI credit.

*The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.*



Fisher Phillips is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP or SHRM-SCP.

### Continuing Legal Education Credit

This programming is pending for CLE credits.

### Cancellation Policy

Written notice of cancellation must be received five (5) days prior to the seminar in order to receive a refund. There will be no refunds for late cancellations. No-shows will be charged at the full conference rate.

### Additional Questions?

For more information or registration questions, contact Elizabeth Hickman at [ehickman@fisherphillips.com](mailto:ehickman@fisherphillips.com) or (954) 847-4713.



Register online: [www.fisherphillips.com](http://www.fisherphillips.com)

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## The Fine Art of Employment Law: From Compliance to the Courtroom

### Agenda

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8:00 – 8:45 a.m.

#### Registration and Breakfast

8:45 – 9:00 a.m.

#### Welcome

9:00 – 9:50 a.m.

#### Conducting Internal Investigations: What to do When Employees Won't Play Nice in the Sandbox

Every employer will need to conduct a workplace investigation at some point, and an effective investigation can make the difference between a litigation-free resolution and a painstakingly long lawsuit. Investigations are rarely simple, and in this presentation we will go beyond supervisor harassment training and provide solutions to those challenges that commonly arise during investigations and provide tips for investigations that will keep you out of litigation.

9:50 – 10:40 a.m.

#### Fifty Shades of Smarter: Keeping Discipline and Termination “N.E.A.T.” and “C.L.E.A.N.”

Let's face it, disciplining and terminating employees can be a messy and unpleasant experience. Many employment litigation lawsuits filed are by employees who felt they were “wrongfully terminated” regardless of the reason for their termination. In this session, we will discuss how to avoid these messy situations by using a “N.E.A.T.” and “C.L.E.A.N.” method of discipline and discharge sure to save you headache AND heartache.

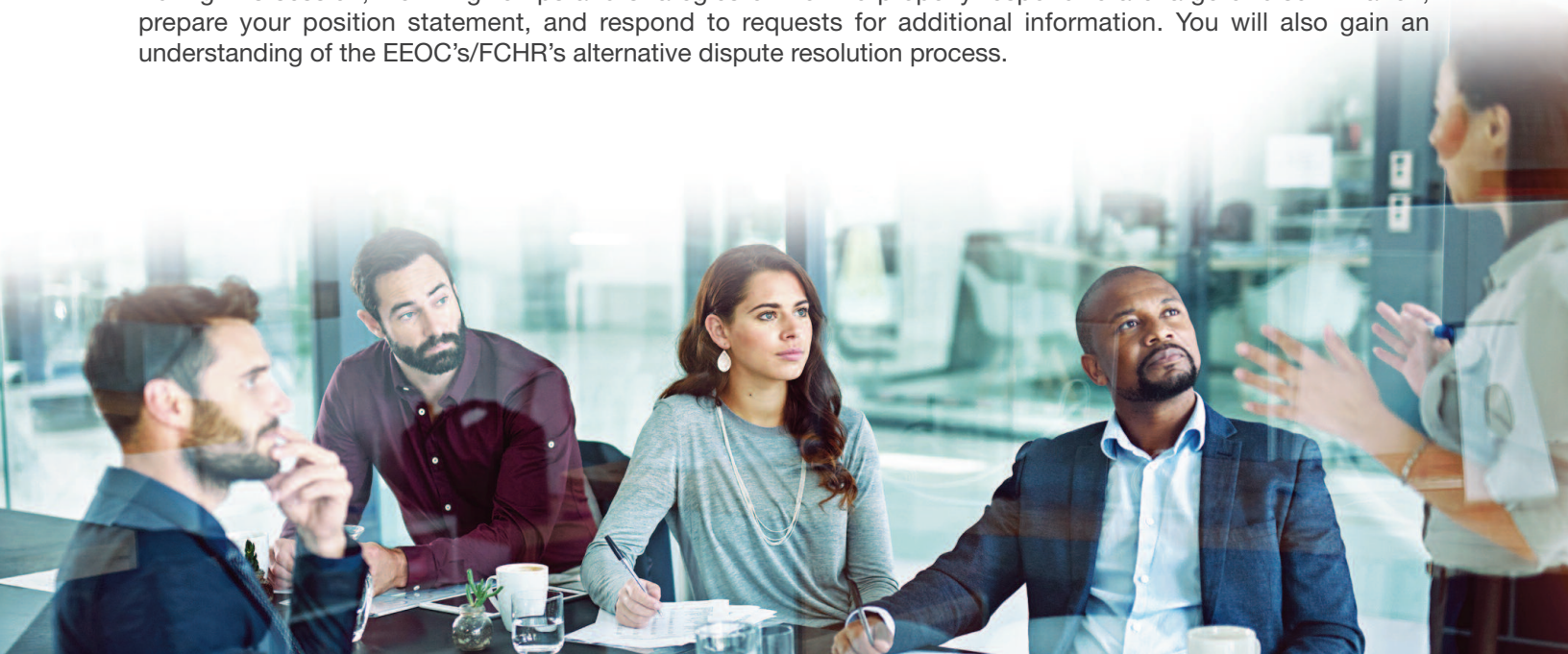
10:40 – 10:55 a.m.

#### Break

10:55 – 11:45 a.m.

#### Handling the EEOC/FCHR Charge

During this session, we will give tips and strategies on how to properly respond to a charge of discrimination, prepare your position statement, and respond to requests for additional information. You will also gain an understanding of the EEOC's/FCHR's alternative dispute resolution process.



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11:45 a.m. – 12:45 p.m.

## **Lunch**

12:45 – 1:35 p.m.

## **Discovery: What's the Big Deal?**

Every employment lawsuit involves discovery, and cases can easily be lost through poor document retention and production, as well as unprepared deposition testimony. During this session, we will discuss the measures you can take to avoid discovery pitfalls in document production, including legal holds, collecting and producing data, and e-discovery. Additionally we will discuss the do's and don'ts of deposition testimony.

1:35 – 2:35 p.m.

## **Art Imitating Life: Painting the Picture with a Mock Trial, Part 1**

Through a live mock trial you will be able to see, in action, how the issues we have explored throughout the day play out in a courtroom. In this first part, you will experience opening statements by the parties and the presentation of the key witnesses. Make sure you pay attention as each table of participants will serve as a jury which will render a verdict on our case.

2:35 – 2:45 p.m.

## **Break**

2:45 – 3:45 p.m.

## **Art Imitating Life: Painting the Picture with a Mock Trial, Part 2**

In this second part, you will experience closing statements by the parties and will receive instructions from the judge. After receiving your instructions, you will deliberate and render a verdict. In this interactive segment, we will discuss and analyze each table's verdict. Be prepared to show us how much you have learned during our sessions!

3:45 p.m. and Beyond

## **Questions and Answers**

Bring us your tough questions and our panel of expert attorneys will answer them.



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