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Other continuing education credit may be available. Please contact Sterling to inquire.

MEET THE FACULTY

J. GREGORY GRISHAM, a partner of Ford & Harrison LLP in Nashville, represents employers in the areas of labor and employment law. Mr. Grisham has over twenty-five years of experience counseling and defending employers in all aspects of workplace law, including discrimination, harassment, retaliation, wrongful discharge, defamation, invasion of privacy, ADA, FMLA, whistleblower, and wage and hour claims, as well as restrictive covenant and unfair competition litigation. He has been selected for inclusion in Mid-South Super Lawyers® by *Law & Politics*®, as well as in *Best Lawyers® in America*, and he has an AV® Preeminent™ Peer Review Rating by Martindale-Hubbell®. Mr. Grisham has served as president of the Memphis/Mid-South Chapter of the Federal Bar Association and as president of the Memphis Lawyers Chapter of the Federalist Society for Public Policy Studies. He was a member of the Tennessee Judicial Performance Evaluation Commission from 2011 to July 2014 and served four terms on the Tennessee Advisory Committee to the U.S. Commission on Civil Rights. He is also a Master of the Bench in the John Marshall American Inn of Court. Additionally, Mr. Grisham is a member of the Tennessee Bar Association, where he serves as the chair of the Federal Practice Section and as a member of both the Public Education Committee and the Executive Council of the Labor and Employment Section. He is a regular author on workplace law topics and a frequent speaker on labor and employment issues at public seminars in Tennessee. Mr. Grisham earned his B.S. at the University of Tennessee at Chattanooga; his M.B.A. at the University of Mississippi; and his J.D., with honors, at the University of Memphis Cecil C. Humphreys School of Law, where he was a member of the *University of Memphis Law Review*.

BRYAN E. PIEPER is an attorney, civil mediator, and workplace investigator at The Law Office of Bryan E. Pieper, PLLC in Nashville, practicing in the areas of employment law and commercial litigation. Mr. Pieper represents both employers and employees, litigating employment disputes and navigating through sticky employment situations. He counsels employers through internal labor and employment issues and conducts in-house training and policy reviews in order to prevent disputes. For several years, Mr. Pieper served as an administrative law judge, presiding over disputes between Nashville Electric Service and its employees, followed by several years of providing a similar service to the Metro Nashville Public School system and its employees. Mr. Pieper often serves as a workplace investigator, a role that requires neutrality to determine the merits of a workplace complaint. He is a civil mediator and an adjunct professor in the graduate program at Bethel University School of Conflict Resolution. By representing both employees and employers, presiding over employment law disputes as an ALJ, and serving as a mediator and an investigator, Mr. Pieper has a 360 degree perspective on what works and what doesn't work in handling employment disputes. Mr. Pieper earned his B.A. at Vanderbilt University and his J.D. at the Vanderbilt University School of Law. He also studied law at Charles University in Prague, Czechoslovakia (now, Czech Republic) and studied German history and literature at Regensburg University in Regensburg, Germany.

JOHN R. LaBAR, a named member of Henry, McCord, Bean, Miller, Gabriel & LaBar, P.L.L.C. in Tullahoma, represents both employers and employees in all types of employment and human resource matters, including I-9, FMLA, ADA, ADEA, and FLSA compliance. Mr. LaBar also defends employers in state and federal employment law investigations, including FLSA, Tennessee Human Rights Commission, and EEOC hearings and mediations, as well as NLRB proceedings, among others. He is a frequent speaker and author on employment law topics, has been selected for inclusion in *Mid-South Super Lawyers®* Rising Stars®, and has an AV Preeminent® rating by Martindale-Hubbell®. He is listed as a contributor for the *2015 FMLA Treatise Cumulative Supplement* published by BNA Books. Mr. LaBar has served as an adjunct professor of law at the University of Tennessee College of Law. He is a member of the American Bar Association, the Tennessee Bar Association (where he has served as a House of Delegates Member since 2004), and the Society for Human Resource Management. Mr. LaBar received his B.A. from the University of Tennessee at Chattanooga, his J.D. from the University of Tennessee College of Law at Knoxville, and his LL.M. from the University of Miami School of Law.

Essentials of Employment Law Knoxville, TN - September 27, 2016

Registration Fee: (includes manual)
 \$339 per person
 \$329 per person for 2 or more
 \$309 per person **if paid by August 16th**

Reference Materials:
 Add audio to your registration for \$157*
 Manual only \$95*
 Audio only \$257*
 Audio/manual package \$347*

Payment Information:
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Email: _____
2) Name: _____ Job Title/Practice Area: _____
Email: _____
3) Name: _____ Job Title/Practice Area: _____
Email: _____

Company Information:
Company/Firm Name: _____
Type of Business: _____ Number of Employees: _____
Address: _____
City: _____ State: _____ Zip: _____
Phone: (____) _____ Fax: (____) _____

MEET THE FACULTY

JACQUELINE STRONG MOSS, Attorney at Law in Chattanooga, practices in general civil practice, including labor and employment law, litigation, civil rights, disability law, family law, bankruptcy, insolvency, and reorganization. Ms. Moss received her undergraduate degree from the University of Maryland, her J.D. from the Lewis and Clark College Northwestern School of Law, and her M.P.A. from Lewis and Clark College.

NORMA J. SHIRK, manager and owner of Corporate Compliance Risk Advisor, LLC in Hermitage, is a human resources consultant for employers seeking assistance in navigating their employment law obligations. Ms. Shirk also helps employers assess their corporate risks in order to mitigate those risks through internal controls and insurance coverage. She has twenty years of experience in both the government regulatory and private industry sectors. Ms. Shirk has served in every role, from staff attorney to general counsel, resolving legal issues ranging from collections to bankruptcy, from employee and human resource issues to contract negotiations, and from insurance defense to insurance licensing questions and general corporate legal matters. She speaks frequently on topics ranging from employer responsibilities under the Affordable Care Act to mitigating corporate risks for small employers, including employee dishonesty, to the challenges of running a small business. Ms. Shirk is the author of a blog on human resource issues at www.hrcompliancejungle.com. She is also the outgoing chair of the Executive Council for the Corporate Counsel Section of the Tennessee Bar Association. Ms. Shirk received her B.A. from Middle Tennessee State University and her J.D. from the University of Tennessee-Knoxville School of Law.

Seminar # 16TN09226

Call us at 715-855-0495 about discounts for groups, non-profits, new practitioners, and more!

4 Easy Ways to Register:

- **Web:** www.sterlingeducation.com
Enter # in "Express Registration"
- **Mail:** Sterling Education Services
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- **Phone:** 715-855-0498
- **Fax:** 715-835-5132

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Walk-ins are welcome and payment is required at the door when registering. Materials will be available for walk-ins on a first-come first-served basis. **Please call ahead to confirm the schedule.**

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1) transfer your registration to another seminar,
2) receive the audio and manual package, or
3) receive a refund minus a \$25 service charge.

PLEASE NOTE: If you do not attend and do not cancel as described above you are not entitled to a refund.

REFERENCE MATERIALS

SEMINAR MANUAL:
The faculty has prepared a substantial reference work to accompany their presentation. This manual will serve as a valuable tool for future reference. Each attendee will receive a manual upon checking in at the seminar site; the price is included in the registration fee.

AUDIO RECORDING:
This seminar will be recorded live and the audio recording and/or a reference manual is available for purchase separately or in conjunction with registration. Self-study credit may be available by purchasing the audio and manual package (varies by location). **Please call for details.**

UPCOMING SEMINARS

- **Employment Law: Rights, Benefits, and Emerging Issues**
Nashville, TN
August 9, 2016
- **ADA, FMLA, and Workers' Compensation**
Memphis, TN
September 29, 2016

Visit our website for details!

Essentials of Employment Law

Knoxville, TN - September 27, 2016

Early Registration
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if paid by August 16th

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Continuing Education Credit:

PRESENTED BY:
J. Gregory Grisham, Ford & Harrison LLP
John R. Labar, Henry, McCard, Bean, Miller, Gabriel & Labar, P.L.L.C.
Jacqueline Strong Moss, Attorney at Law
Norma J. Shirk, Corporate Compliance Risk Advisor, LLC
Bryan E. Pieper, The Law Office of Bryan E. Pieper, PLLC

(See complete biographies inside)

Early Registration
SAVE \$30
if paid by August 16th

Knoxville, TN - September 27, 2016

Essentials of Employment Law

Essentials of Employment Law

AGENDA

- I. **Hiring and Terminating Employees in the Current Economy**
 - A. Hiring qualified employees
 1. What you can and can't ask at the interview
 2. Criminal background information: what are the rules?
 3. Credit checks: compliance with the Fair Credit Reporting Act
 - B. Handling terminations and layoffs
 1. Legal considerations, e.g., WARN Act, OWBPA, RIF
 2. Structuring severance and separation packages, COBRA, ACA/health insurance
 3. Tips and traps, e.g., employment agreements, unemployment compensation claims
 4. Termination: strategies for avoiding claims
- II. **Immigration Law**
 - A. President Obama's executive actions on immigration
 - B. I-9 compliance, ICE and OSC actions
 - C. Relevant immigration issues and timelines
- III. **Handling Medical and Leave Issues**
 - A. The interplay between the ADA, FMLA, ACA, and state laws
 - B. FMLA and ADA updates: identifying disabilities and serious health conditions
 - C. Determining reasonable accommodation and appropriate leave time
 - D. EEOC guidelines, case law, other issues
- IV. **Employers' Map to the ACA Maze of Requirements**
 - A. The employer mandate: covered employers, concerns raised, business decisions, "pay or play" penalty
 - B. Employer responsibilities under the ACA
 - C. Employee rights under the ACA: notices, whistleblower provisions
 - D. Challenges for small and large businesses
 - E. Other issues and current changes
- V. **Harassment and Discrimination in the Workplace**
 - A. Recent legislation and court cases: LGBT Executive Order, *EEOC v. Abercrombie & Fitch*, GINA, etc.
 - B. Harassment vs. discrimination vs. obnoxious behavior
 - C. What constitutes a hostile workplace environment
 - D. Conducting a lawful misconduct investigation
 - E. Employer's management of complaints: proving, protecting, and punishing
- VI. **Privacy and Today's Technology in the Workplace**
 - A. Balancing an employer's right to know vs. employee's privacy
 - B. Wireless devices: monitoring and creating policies regarding electronic communications, data security
 - C. Use of social networking sites in the employment context: risks, best practices, and policies
 - D. Off the job behavior, e.g., blogging and dating
 - E. Privacy issues and information disclosure
 - F. Case law studies
- VII. **Elections Have Consequences: Discussing Employment Law Issues in 2016**
- VIII. **Critical Issues in FLSA/Wage and Hour**
 - A. Executive call to action, minimum wage, maintaining records and ensuring compliance
 - B. Employee classification: exempt vs. non-exempt, employee vs. independent contractor
 - C. Update and overview: preparing for the effects of DOL's final rule updating overtime regulations
 - D. The downside of noncompliance: limitation period, liquidated damages, and attorneys' fees

Sterling Education Services may alter the agenda due to circumstances beyond our control.

DATE & TIME

DATE: Tuesday, September 27, 2016
REGISTRATION: 8:00 a.m.
PRESENTATIONS: 8:30 a.m. - 4:30 p.m.
LUNCH: 12:00 - 1:00 p.m.
Lunch is on your own

LOCATION

Holiday Inn Knoxville West
at Cedar Bluff
9134 Executive Park Drive
Knoxville, TN 37923
865-693-1011
Map available online

WHO SHOULD ATTEND

- Human Resource Professionals
- Personnel Directors
- Health Care Insurance Professionals
- Business Owners
- Managers/Supervisors
- CIS Managers
- Payroll Professionals
- Attorneys:
 - Employment and Labor
 - Employee Benefits
 - Immigration
 - Corporate
 - General Practice
 - Health Care
 - Sole Practitioners
 - New Attorneys

SUMMARY

There are few things in life as fundamental as work, but that doesn't mean that the laws and regulations governing employment are straightforward. Between the ever-changing technological landscape and the President's calls for reform in immigration and overtime laws, "business as usual" has become a thing of the past. Employers can't afford to risk the wrath of the increasingly litigious EEOC or the cost of noncompliance with I-9 forms. Even the basics of employment are in flux, but our faculty of experienced speakers is ready to answer your questions and give you the confidence to run your business or counsel your clients effectively. Whether you're hiring your first employee or just need a refresher on the essentials, **register today!**