

a note from the Editor



(L-R) James Wimberly, Jr., Cynthia, and Ron Daves at the Thursday evening reception during the Wimberly Lawson 37th Annual Labor and Employment Law Conference in Knoxville November 3-4.

The focus of our December issue is compensation and performance management. You are going to enjoy reading about the Johanson twins, Blair and Bruce, who are partners and co-owners of two HR management consulting firms in Fayetteville, AR. They have spent their entire careers in human resources since graduating from college before joining the family consulting business in 1999. Bruce has been a member of the NOARK Human Resources Association since 1986 and has served as President, Board member, Chair of several committees, and state conference chair and is a member of SHRM. They assist clients with developing and maintaining job classification and compensation plans for their organizations. In addition, they work with local SHRM chapters, state compensation and banking associations and organizations, representing various business sectors in the development and distribution of annual salary and benefit surveys.

We have quite a few articles in this issue to bring you up-to-date on the latest in the world of compensation and compensation management. ADP has provided an interesting article about millennial women and gender income inequality. Joel Myers and Brad Federman have written a wonderful article on the changing perspective of performance appraisals that you will love. Blair and Bruce Johanson provided an excellent article about market-based-only salary structures and regulatory scrutiny that you don't want to miss. And I know you will love reading about the correlation between emotional intelligence and your salary by Harvey Deutschendorf. Plus we have articles on employment law and benefits that are must-reads.

Since it is the season of giving, don't forget to make your donation to the SHRM Foundation. Each year they provide over 200 scholarships to HR practitioners and students to help in their pursuit of HR certification and HR graduate and undergraduate degrees. They also provide much needed research for the HR community that you will not find anywhere else. We salute Mark Schmit, Ph.D., Executive Director of the Foundation, and his team for their work in advancing global human capital knowledge and practice by providing thought leadership and educational support.

Next month our emphasis will be on top employee benefits companies. I hope you will join us for our monthly complimentary webinar sponsored by Data Facts. As always, you will receive SHRM and HRCI credit.

Best wishes for a beautiful holiday season with your loved ones.

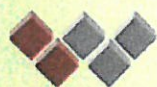
Happy holidays!

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Wimberly Lawson Attorneys

Save the Date – November 2nd & 3rd, 2017, at the Downtown Marriott, Knoxville



Wimberly Lawson
Wright Daves & Jones, PLLC

Attorneys & Counselors at Law

37th Annual LABOR & EMPLOYMENT LAW UPDATE CONFERENCE

In Knoxville, Tennessee, on November 3 - 4, 2016



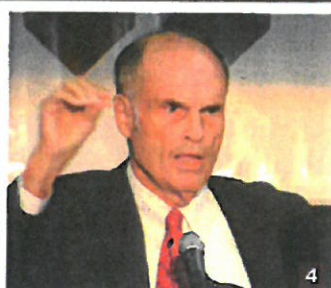
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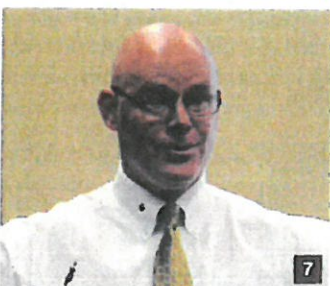
1 Ron Daves, Managing Member, welcomed attendees to the Conference. **2** Fredrick R. Baker was the emcee for the Conference. Fred is the editor of *The Tennessee Workers' Compensation Handbook*, published by M. Lee Smith Publishers. **3** Jeffrey G. Jones, Regional Managing Member of the Cookeville office, was the "man behind the mic," at the Conference announcing general session speakers. **4** James W. Wimberly, Jr., a founding principal of the Wimberly Lawson network, presented "The Year in Review."



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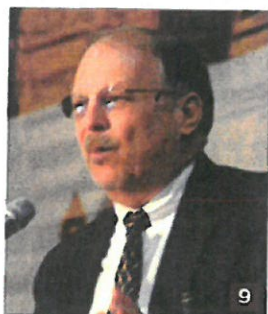


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5 T. Joseph Lynch, III discussed "Legislative Updates on Workers' Comp Reform." **6** Carol R. Merchant spoke on an "Insider's Look at Wage and Hour Developments." **7** Fredrick J. Bissinger's topic was "EEOC Initiatives, Including Retaliation Under the Proposed New Guidance." Fred is Regional Managing Member of the Nashville office. **8** Inky Johnson, Keynote Speaker, is a former University of Tennessee football player and author of *Inky - An Amazing Story of Faith and Perseverance*."



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9 M. Lee Daniels, Jr. presented "Trends & Issues on the NLRB and Union Organizing." **10** J. Larry Stine's topic was "OSHA Update." **11** Susan S. Davis discussed, "Mandatory E-Verify Coming to Tennessee in 2017." **12** "Things That Go Bump in the Night and Other Things to Worry About in the Coming Year," was William R. Seale's topic. **13** Edward H. Trent presented "Heightened Scrutiny for Religious Accommodations."



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14 Kelly A. Campbell, Regional Managing Member of the Morristown Office, spoke on "Legal & Practical Issues for Pre-Employment Testing." **15** Howard B. Jackson spoke on "Beyond FMLA Leave – The Wide, Wide World of Mandatory Paid Leave." **16** J. Eric Harrison, Karen G. Crutchfield, and Jeffrey M. Cranford led a breakout session on "Cyber Security – Liability for Cyber Crimes and Data Breaches."



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17 G. Gerard Jabaley, Regional Manager Member of the Knoxville office, and Catherine E. Shuck presented "Where Does Your Lawyer Fit In?" **18** Mary Dee Allen spoke on "Is Management Training Necessary?" **19** "Cyber Security, Including Cyber Bullying & Ransomware" was Mary Moffatt Helms' topic. **20** Ann E. Sartwell spoke on compensation.