



Wimberly Lawson

Attorneys & Counselors at Law

We invite you to attend our 32nd Annual Labor and Employment Law Update

TARGET OUT OF RANGE



THE WIMBERLY LAWSON LABOR & EMPLOYMENT LAW UPDATE

Knoxville Marriott Downtown
500 Hill Avenue, Knoxville, Tennessee
November 3 & 4, 2011



KEYNOTE SPEAKER

Dr. Farris Jordan

Licensed Psychologist
and author of

"Stress! Are You in Control?"

SPECIAL GUESTS EEOC OFFICIALS

Opportunities to participate in
panel discussions entitled
"EEOC Officials Talk Directly With You"
with guest speakers
Sarah L. Smith, Director,
Sylvia Hall, Enforcement Supervisory
Federal Investigator, and
Sally Ramsey, Senior Trial Attorney,
with the Nashville, Tennessee
office of the EEOC.

A FEW COMMENTS FROM LAST YEAR

- “ A wealth of beneficial information ”
- “ Very informative, helpful and enjoyable ”
- “ All pertinent areas of HR covered ”
- “ Well presented, understandable, relevant ”

www.wimberlylawson.com



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.



TARGET OUT OF RANGE



Dear Clients and Friends:

Our Annual Fall Conference is truly the high point of the year for us -- a time to gather with friends and discuss important, contemporary employment issues. **PLEASE PLAN NOW TO JOIN US.**

Our day and a half program covers important legal decisions and societal trends affecting employment. Topics are carefully selected to address the concerns of all employers and to give you an opportunity to select from a wide array of topics dealt with in detail. Some of the thirty-five or more topics are:

- Healthcare Reform Headaches for 2012
- FLSA Hot Buttons and Enhanced Federal Enforcement
- Social Media in the Workplace – Unforeseen Dangers for Employers
- Nuts and Bolts of Unemployment Claims
- Employment Contracts and Agreements – How They Can Protect Employers
- Wage and Hour Compliance Tips/Class-Action Alerts
- Employer Policies/Handbooks – For Better or Worse
- Records Retention Guidelines/Litigation Holds
- Employee Conduct and Appearance – On and Off the Job
- Workplace Crisis/Violence in the Workplace – How to Prevent and Protect
- Workers Compensation Update/Strategies – One of Your Biggest Employment Costs
- EEOC Compliance/Charge Responses – EEOC Officials Talk Directly With You
- USERRA (Uniformed Services Employment and Reemployment Rights Act)
- Labor Update/Impacts of Continuing Recession/Union Initiatives
- Employer Access to Employee Medical Information: GINA, ADA and FMLA
- Affirmative Action Requirements – Who and What

Join us in Knoxville on November 3rd and 4th! We promise you an informative, but light-hearted, thorough and practical journey through today's workplace issues.

Hope to see you there!

Respectfully,

Ronald G. Daves
Managing Member



South Carolina
Greenville

Tennessee
Knoxville Morristown Cookeville Nashville

Georgia
Atlanta Athens

AGENDA

Thursday, November 3, 2011 (9:15 a.m. - 5:15 p.m.)

8:00 a.m. – 9:00 a.m. Registration and Continental Breakfast

9:15 a.m. - 10:45 a.m. - General Session

The Year in Review
Overview of Department of Labor Initiatives
Healthcare Reform Headaches
Labor Unions Impact on Upcoming Elections
Class Actions and Implications for Employers

11:00 a.m. - 12:00 p.m. - Breakout Sessions

Social Media Implications in Employment/Labor
FLSA Hot Buttons and Enhanced Federal Enforcement
Overview of EEOC Initiatives
ADAAA - Forget What You Always Knew
Practical Strategies to Defend Workers' Compensation Claims
Handbooks and Policies - Do We Really Need All This?
Labor/NLRB Update in Depth

12:00 p.m. - 1:15 p.m. - Lunch (*As Guests of Wimberly Lawson*)

1:30 p.m. - 2:30 p.m. - General Session

Keynote Speaker, Dr. Farris Jordan, *"Staying Motivated Through Comic Vision"*

2:45 p.m. - 3:45 p.m. - Breakout Sessions

EEOC Compliance - EEOC Officials Talk Directly With You
How to Avoid Class Action Litigation/Consequences
ICE Enforcement and Current Trends in I-9 Audits
Employee Contracts: Who Needs 'Em?
Affirmative Action Update
FMLA - Beyond the Basics
HR Jeopardy - Interplay Between ADA, FMLA and WC

4:00 p.m. - 5:15 p.m. - General Session

Legislative Developments in Workers' Compensation
Constitutional Impact on Employment Issues
Whistleblowing Gone Wild
Internal Investigations
Challenges for Corporate General Counsel

5:15 p.m. - 7:00 p.m. Reception (*please join us for scrumptious hors d'oeuvres*)

Friday, November 4, 2011 (8:30 a.m. - 1:00 p.m.)

8:00 a.m. - 8:30 a.m. - Continental Breakfast

8:30 a.m. - 9:30 a.m. - General Session

USERRA
Independent Contractors - More Dangerous Than Ever
Sexual Harassment - Still Don't Get It!
Employment Litigation Trends

9:45 a.m. - 10:45 a.m. - Breakout Sessions

FMLA - Beyond the Basics
There's Something About "GINA"
OSHA 2011: Bigger and Meaner, and Heading Your Way
Practical Strategies to Defend Workers' Compensation Claims
EEOC Compliance - EEOC Officials Talk Directly With You
Strategies for Hiring Criteria - Using Unemployment History, Credit Checks, Criminal Arrests, Convictions and the Like
Unemployment Claims - Tactics and Strategies

11:15 a.m. - 1:00 p.m. - General Session

Records Retention and Litigation Holds
Workers' Compensation Case Law Update
Jury Waivers/Mandatory Arbitration
Documentation Do's and Don'ts
Employment Issues That Will Affect 2012 Political Elections

1:00 p.m. Conclusion



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.

This program has been approved for 9.50 recertification credit hours toward PHR, SPHR and GPHA recertification through the Human Resource Certification Institute (HRCI). For more information about certification or recertification, please visit the HRCI home page at www.hrci.org.

This program has been accredited by Tennessee CLE for 9.50 general credit hours.

This program has been approved for 9.50 general credit hours by the National Association of Legal Assistants (NALA).



Wimberly Lawson

Attorneys & Counselors at Law

Thirty-Second Annual Labor & Employment Law Update Conference

Knoxville Marriott - Knoxville, Tennessee

November 3-4, 2011

COST:

Early Bird (registration AND payment received by Sept. 30)

\$309 per person

\$299 for each additional person from same company

\$259 for eight or more from same company

Registration and payment received AFTER October 15

\$349 per person

\$339 for each additional person from same company

\$299 for eight or more from same company

REGISTRATION INCLUDES:

Seminar (1 1/2 days), materials, two continental breakfasts, lunch and evening reception on Thursday, November 3, 2011

CANCELLATION CHARGE:

50% cancellation fee will be incurred for cancellations after October 12. Cancellations made after October 25, 2011 will forfeit registration fee (registrants will receive the conference materials post-seminar). Substitutions of attendees within the same company will be permitted at any time.

HOTEL ACCOMMODATIONS

Knoxville Marriott • 500 Hill Avenue

SPECIAL RATES AVAILABLE

Be sure to state you are attending the Wimberly Lawson conference in order to receive the room rate of \$105.00/standard.

800-836-8031

RESERVE ONLINE at www.marriott.com/TYSMC

(use the Group Code LAWLAWA to reserve at the conference rate)

FIVE WAYS TO REGISTER

1. Mail to: Bernice Houle
Wimberly Lawson Wright
Daves & Jones, PLLC
P.O. Box 2231
Knoxville, TN 37901
2. Fax to: 865-546-1001
3. Email to: [bhoul@wimberlylawson.com](mailto:bhoule@wimberlylawson.com)
4. Via website: www.wimberlylawson.com
5. Phone: 865-546-1000



KEYNOTE SPEAKER

Dr. Farris Jordan

Licensed Psychologist

and author of

"Stress! Are You in Control?"

No one is immune from stress, but Dr. Farris C. Jordan can teach anyone how to make it productive instead of damaging. And he is a master at having fun and laughing while he does it.

Dr. Jordan is a licensed psychologist who knows what it means to take control of stress. After receiving four degrees from the University of Tennessee, he has been extensively involved in stress research.

Dr. Jordan is the author of four books and numerous articles on the prevention of mental and physical illness. He has received national recognition for his "hands on" research on the effects of stress by becoming personally involved in highly stressful events such as Brahma Bull riding, NASCAR race driving, sky diving, Giant Canadian Bear wrestling, alligator wrestling, 13 consecutive Boston Marathons, completion of the 2,150 mile Appalachian Trail from Georgia to Maine in 139 days, and the 2,552 mile Mississippi River in a small canoe in 57 days. These experiences have enabled him to teach others how to control stress and stay motivated without fear or hesitancy.

Dr. Jordan's presentation will help you learn:

- what your stress-coping behavior reveals about you
- if you have a stress-prone or stress-tolerant personality
- why you experience worry and depression
- how well you are satisfying your 6 basic psychological needs
- your happiness IQ
- your social awareness score
- if you are in the right job

Name _____

Company _____ Address _____

City _____ State _____ Zip _____

Phone _____ - _____ - _____ Fax _____ - _____ - _____

Email _____

BPR and State for CLE: _____ No. Attending Reception: _____

Special Needs? If you should have any special needs, such as wheel chair access or special dietary requirements, please contact Bernice Houle at 865-546-1000 no later than 10 days before the event.