

DON'T MISS THE

# Twenty-Eighth Annual Labor Relations And Employment Law Update Conference

---

Knoxville Marriott  
Knoxville, Tennessee  
November 1-2, 2007

---

### A FEW COMMENTS FROM LAST YEAR

☐☐ Focused topics, cutting edge case analysis; access to excellent ideas. ☐☐

☐☐ Great balance of coverage on all of the 'hot topics.' ☐☐

☐☐ Conference was probably one of the best I've ever attended; most informative and presented in practicable format giving relevant cases. ☐☐



**GUEST SPEAKER**  
Hallerin Hilton Hill  
*Author, Motivational Speaker,  
Trainer, Talk Show Host*



**Wimberly Lawson**

*Attorneys & Counselors at Law*

[www.wimberlylawson.com](http://www.wimberlylawson.com)



**Wimberly Lawson**  
*Attorneys & Counselors at Law*

SUITE 900, BANK OF AMERICA CENTER  
550 MAIN AVENUE  
P.O. Box 2231  
KNOXVILLE, TN 37901-2231  
TELEPHONE: 865-546-1000  
FACSIMILE: 865-546-1001

## **SERIOUS BUSINESS - SERIOUS FUN!** **PLAN NOW!**

Dear Clients and Friends:

This 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 twenty-five or more topics are:

- Advanced FMLA Issues
- Electronic Record Keeping Requirements
- Workplace Violence/Crisis Management
- ADR - Internal Policies/Jury Waivers
- Immigration From A to Z
- Wage-Hour Compliance

Join us in Knoxville on November 1 and 2! 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

## AGENDA

**Thursday, November 1, 2007 (9:00 a.m. - 5:00 p.m.)**

**8:00 a.m. - 9:00 a.m. Registration and Continental Breakfast**

**9:00 a.m. - 10:45 a.m. - General Session**

Labor & Employment Law Update  
Employees' Dangerous or Criminal Activities  
Emerging Environmental Law Issues  
Union Organizing Update

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

Workplace Harassment: Scope, Prevention, Investigation  
Retaliatory Discharge: How to Avoid  
Alternative Dispute Resolution Systems for Litigation Avoidance  
Violence in the Workplace: Strategies for Prevention/Crisis Management  
Wage Hour Compliance: Exemptions, Overtime, Hours Worked, Investigations

**12:15 p.m. - 1:30 pm - Lunch** (Courtesy of Wimberly Lawson)

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

"Make 'em Say WOW!"  
Equipping, motivating and educating team and organizational leaders  
(by Hallerin Hilton Hill)

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

OSHA: Developments/Updates and Things You Need To Know  
Advanced FMLA: Strategies for Intermittent, Reduced Schedules, Return to Work  
Worksite Immigration Issues: Best Practices  
Critical ADA Issues: "Qualified" Status, Direct Threat, Public Access, Psychological  
Workers' Compensation: Controlling Costs In Tennessee

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

Immigration Worksite Update: New and Emerging Challenges  
Diversity and Affirmative Action  
Appropriate Investigatory Techniques: Lessons from Hewlett-Packard Case  
Social Security Mis-Match Letters: Dealing with Discrepancies in Employee Records

**5:00 pm - 7:00 pm Reception** (please join us for scrumptious hor d'oeuvres)

**Friday, November 2, 2007 (8:30 a.m. - 12:30 p.m.)**

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

**8:30 a.m. - 9:45 a.m. - General Session**

The Minimum Wage Bill: How It Can Affect Everyone and Planning for Changes  
Disciplinary Matters: Pitfalls of Under-Discrimination And Over-Documentation  
Separation Agreements/Releases: New Developments

**10:00 a.m. - 11:00 a.m. - Breakout Sessions**

Health and Wellness Programs: Legal and Practical Aspects  
Employee Handbooks: Ever-Emerging Issues  
OFCCP Requirements: Strategies for Easier Complying  
E-Discovery Rules: Requirements to Preserve Evidence, Emails  
Performance Evaluations: How To Do Them Right and Dangers

**11:00 a.m. - 12:15 p.m. General Session**

USERRA: Returning Military Service Personnel to Work/Avoiding Discrimination  
Genetic Discrimination: Status of Legislation  
Internet Usage and Blogging: Regulation and Issues  
Baby Boomers: RIFS, Reorganization Planning, Age-Claim Avoidance  
Emerging Issues Among Hispanics, Asian and African-American Groups

**12:15 p.m. - 12:30 p.m. Conclusion and Prizes**



This program has been approved for 9 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 homepage at [www.hrci.org](http://www.hrci.org).



# Wimberly Lawson

Attorneys & Counselors at Law

## Twenty-Eighth Annual Labor & Employment Law Update Conference

**Knoxville Marriott - Knoxville, Tennessee  
November 1-2, 2007**

### **COST:**

Early Bird (registration AND payment received by October 1)

\$295 per person

\$275 for each additional person from same company

\$230 for eight or more from same company

Registration and payment received AFTER October 1

\$335 per person

\$315 for each additional person from same company

\$295 for eight or more from same company

### **REGISTRATION INCLUDES:**

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

### **CANCELLATION CHARGE:**

50% cancellation fee will be incurred for cancellations after October 22; Cancellations made after October 26, 2007 will forfeit registration fee (registrants will receive the conference materials post-seminar)

### **HOTEL ACCOMMODATIONS**

**Knoxville Marriott • 500 Hill Avenue**

### **SPECIAL RATES!!!**

Be sure to state you are attending the Wimberly Lawson conference in order to receive the room rate of \$99.95/standard.

Cutoff date for this room rate is **October 10, 2007.**

**800-836-8031**

**RESERVE ONLINE** at [www.marriott.com/TYSMC](http://www.marriott.com/TYSMC)

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

### **FOUR WAYS TO REGISTER**

1. Mail to: Sonya Richards  
Wimberly Lawson Seale  
Wright & Daves, PLLC  
P.O. Box 2231  
Knoxville, TN 37901
2. Fax to: 865-546-1001
3. Email to: [srichards@wimberlylawson.com](mailto:srichards@wimberlylawson.com)
4. Via website: [www.wimberlylawson.com](http://www.wimberlylawson.com)



### **GUEST SPEAKER**

**Hallerin Hilton Hill**

*Author, Motivational Speaker, Trainer,  
Talk Radio Host*

### **Make 'em Say WOW!**

Hallerin Hilton Hill will inspire and challenge your employees as they continue their success journey. Based on his upcoming book, *Make 'em Say WOW!* Hallerin will equip, motivate and educate team members and organizational leaders to achieve the very best in their jobs. The WOW concept is based on three successful factors: *Winners Attitude*, *Overcoming Obstacles* and having a tremendous *Work Ethic*.

#### **Winners Attitude**

Do you have a winner's attitude? What are the attributes of a person who continually rises above of their peers? How can you equip yourself and co-workers to perform at the highest level possible?

#### **Overcoming Obstacles:**

What are the things in your life that keep you from performing at your best? How can you turn your greatest liabilities into your greatest assets? How can you let difficulties shape your success?

#### **Work Ethic:**

Anything worth having is not achieved easily. So how can you work smarter in today's economy? How can you outperform the competition each and everyday? What are the attributes and work ethics of the successful person?

These and many more questions will be answered as Hallerin encourages your team members to "go over the top." This seminar is proven to provide the winning formula for encouraging your company to achieve the very best in the new economy.

Hallerin Hilton Hill is a radio talk show host, motivational speaker, and trainer. Hallerin's morning radio show airs from 5:30-10 every weekday mornings on Newstalk 100 WNOX. Hallerin was named to the "Top 100 Most Powerful People in Tennessee" and the "Top 50 Most Powerful African-Americans in Tennessee by Business Tennessee magazine (April 2004; page 39). He is the author of the book *The Seven Pillars of Wisdom*. Hallerin is also the television talk show host of *Anything Is Possible*, airing Sunday's at noon on the NBC affiliate in Knoxville. Hallerin has been voted Best Talk Show host by Metro Pulse 9 years in a row. His mission is to inspire, inform and entertain every time the microphone comes on. Hallerin is a graduate of Oakwood College in Huntsville, Alabama where he studied Communications. He is married to Nedra pronounced NEE-DRA, and they have two children, Hallerin II and Halle Nicole. Hallerin is the CEO and founder of *Wisdom House* - a multimedia company focused on inspiring people around the world to grow in wisdom. He speaks to thousands of people each year to help inspire, motivate and encourage excellence.

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 Sonya Richards at 865-546-1000 no later than 10 days before the event.*