

REGISTRATION INFORMATION

To Register:

Please complete the enclosed form and mail, fax or email it to:

Kim Low

Baker, Donelson, Bearman, Caldwell & Berkowitz, PC
211 Commerce Street, Suite 800
Nashville, TN 37201
Email: klow@bakerdonelson.com
Phone: 615.726.5714
Fax: 615.744.5714

Fee:

The fee for the seminar is \$100 per attendee.

Deadline:

All registration forms must be received by October 1, 2012. Register early for a guaranteed spot. Refunds will be made for cancellations received one week or more prior to the seminar.

When you have labor and employment needs, you want a firm that understands and services your entire business. We give you what boutique labor and employment firms can't: a set of attorneys who are not only dedicated to the practice of labor and employment issues, but who can also employ an integrated and experienced team of professionals to assist you in every other aspect of your legal business needs. We set ourselves apart by valuing your entire company – not only your employees but also your intellectual property, your shipping and logistics systems, your real estate and equipment assets, your corporate structure and everything that makes your company what it is. And when it comes to your company's most valuable asset, your employees, our attorneys are committed to counseling with and advocating for you every step of the way.

With litigation avoidance in mind, the Group has developed extensive training programs for client supervisors and managers. The training programs, along with on-point legal advice, help to ensure clients' compliance with employment and employment-related laws and regulations. Training programs are provided in-house for clients in the areas of union avoidance, workplace harassment prevention, OSHA compliance, Family Medical Leave Act and drug-free workplace, among others.

The Firm also customarily represents clients in developing a general union avoidance approach in advance of union election campaigns, in the clients' dealings with labor unions during the election phases of union campaigns and in the negotiation of any labor agreements. For those clients who have unions representing their workforces, the Firm pursues management's interests in all phases of the grievance and arbitration process. Clients are represented before all governmental bodies charged with the enforcement of employment statutes and policies.

In circumstances of unavoidable litigation, the Firm's labor and employment attorneys have extensive experience in state and federal courts throughout the country defending wrongful discharge claims, various employment-related tort actions, and state and federal claims of unlawful discrimination and harassment, in both individual plaintiff and class action suits. In addition, Baker Donelson labor and employment attorneys provide representation in the following areas:

- Workplace harassment and discrimination prevention and defense
- Drug-free workplace
- Reasonable accommodation
- Wage and hour laws
- Unfair labor practice allegations before the National Labor Relations Board
- Charges before the U.S. Department of Labor
- Workers' compensation
- OSHA compliance and litigation
- Employee benefits
- Family and medical leave
- Policies and handbooks/affirmative action plans
- Federal Immigration laws and regulations

Baker Donelson's labor and employment attorneys belong to numerous nationally recognized organizations, and they regularly organize and conduct industry-specific seminars and roundtables on relevant topics in the labor law arena. The Group also regularly publishes and distributes to clients and potential clients legal alerts and industry updates.

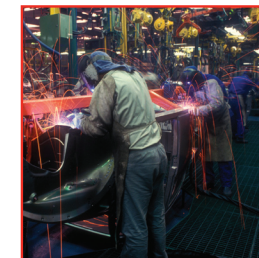
Baker Donelson has been ranked among the Top 10 Labor & Employment litigation firms in the country by Employment Law 360, the newswire for labor and employment law professionals. The Labor & Employment Group includes more than 90 experienced attorneys who work with clients on all issues relating to workplace law. The Firm's experience, reputation and proven cost-effective representation of clients' labor and employment matters for more than 30 years have resulted in the representation of a growing list of local, regional and national clients headquartered throughout the south central United States.

For more information, please visit www.bakerdonelson.com.

LABOR & EMPLOYMENT FALL FOCUS SEMINAR

BAKER DONELSON SPECIAL EVENTS CENTER
211 COMMERCE STREET
FIRST FLOOR
NASHVILLE, TENNESSEE

THURSDAY, OCTOBER 11, 2012
7:30 A.M. — 3:15 P.M.



BAKER DONELSON
BEARMAN, CALDWELL & BERKOWITZ, PC

THIS IS AN ADVERTISEMENT.

The Rules of Professional Conduct of the various states where our offices are located require the following language: Jennifer P. Keller, Chair of the Labor & Employment Department, is located in the Johnson City office of Baker, Donelson, Bearman, Caldwell & Berkowitz, PC, 100 Med Tech Parkway, Suite 200, Johnson City, Tennessee 37604. Phone: 423.928.0181. No representation is made that the quality of the legal services to be performed is greater than the quality of legal services performed by other lawyers. FREE BACKGROUND INFORMATION AVAILABLE UPON REQUEST.

SCHEDULE

7:30 a.m. – 8:30 a.m.

Registration and Networking Breakfast

8:30 a.m. – 8:45 a.m.

Welcome and Introduction

8:45 a.m. – 9:45 a.m.

The Rock'n Year in Review

Back by popular demand is our musical review of the important legislative changes and key court decisions that occurred in the last year in federal and Tennessee employment law. Join us for a fun way to find out if your HR policies and procedures need a tune up in light of the biggest employment law developments of 2012.

Speaker: Larry Eastwood

9:45 a.m. – 10:00 a.m.

BREAK

10:00 a.m. – 11:00 a.m.

**Letters and Rules and Regs, Oh My!
What the EEOC Has Been Up to Lately**

The Wizard behind the curtain is at it again with new rules, regulations and opinion letters that impact employment lawyers and HR professionals. Will the EEOC accept charges filed by employees who allege transgender sex discrimination? Can you still use criminal background checks to screen applicants? Will we ever see the EEOC's guidance on leaves of absence as a reasonable accommodation under the ADA? How should you respond to broad EEOC requests for information in connection with EEOC charges? This session gives you straight answers to these tough questions and many more.

Speaker: Kim Vance

11:00 a.m. – 12:00 p.m.

**The Supreme Court Has Ruled:
What Now For Employer-Sponsored Health Plans?**

In the wake of the Supreme Court's decision upholding key provisions of the Patient Protection and Affordable Care Act, employers are questioning what this decision means to them and their health plans. In this session we will discuss the impact of this decision, review key provisions in the Act scheduled to become effective by 2014, and suggest planning options for cost-effective plan design changes.

Speaker: Andrea Powers

12:15 p.m. – 1:00 p.m.

LUNCH

1:00 p.m. – 2:00 p.m.

Deposition Skills for HR Professionals and In-House Attorneys

We know you all dread it, but at some time during your career as an HR professional or in-house attorney, you may have to be deposed. This session will prepare you to represent your company more successfully in this critical phase of a litigation matter.

Speakers: Ken Weber and Charles Grant

2:00 p.m. – 3:00 p.m.

Social Media Ethics and Compliance

Social media is not a fad – it is here to stay. However, social media use remains a double-edged sword that gives companies both business opportunities and risks. During this session, we will discuss social media tools, why companies are using these tools and the legal issues that can arise from their use. Learn how social media can impact your organization from branding to hiring/firing employees.

Speaker: Meredith Williams

3:00 p.m. – 3:15 p.m.

Prize Drawing and Adjourn*

Kim Vance

**You must be present to win*

MODERATOR



KIM VANCE

Kim Vance is a shareholder in Baker Donelson's Nashville office. She has more than 20 years of experience representing management in every aspect of labor and employment law. "Kim is unique. She has the mind of a business owner and the intellect of a great lawyer. This combination has benefited our company in very meaningful ways," said Joe Scarlett, Chairman and former CEO at Tractor Supply Company, where Ms. Vance formerly served as General Counsel. In addition to defending companies in employment litigation, Ms. Vance's practice focuses on presenting in-house management training programs and counseling management clients to reduce legal risks in every facet of labor and employment law.

SPEAKERS & FACULTY



BRAD BAKKER

Brad Bakker is an associate in the Nashville office and a member of the Labor & Employment Group. Mr. Bakker has experience drafting responses to and litigating matters before the Equal Employment Opportunity Commission and conducting legal research and preparing cases for trial on a variety of employment law issues.



MARK BAUGH

Mark Baugh is a shareholder in the Nashville office and chair of the Firm's Diversity Committee. He counsels and defends employers on a wide variety of employment and litigation matters. He also defends regional and national employers against class action lawsuits, wage and hour litigation, and numerous other employment-related issues.



BEN BODZY

Ben Bodzy, associate in the Nashville office, represents management in labor and employment litigation. Mr. Bodzy's practice has two primary focuses: representation of management in traditional labor matters and litigation relating to the enforcement of post-employment restrictive covenants. Mr. Bodzy's traditional labor practice includes union avoidance, collective bargaining, representation campaigns, labor arbitrations and litigation of unfair labor practice charges.



LARRY EASTWOOD

Larry Eastwood, shareholder in Baker Donelson's Nashville office, concentrates his practice in the areas of employment and labor law litigation. Mr. Eastwood also regularly counsels employers on employment law compliance and litigation avoidance, including such issues as management and employee training, wage and hour law, enforcement of noncompete covenants, employment contracts, protection of trade secrets, drafting and implementation of employment policies and handbooks, drug testing, union avoidance, reductions in force, recordkeeping, employee privacy rights, workplace investigations, the WARN Act and compliance with state and federal anti-discrimination laws.



CHARLES GRANT

Charles Grant, shareholder in the Nashville office, has extensive experience defending clients in complex employment litigation, including class actions and collective actions (wage and hour litigation); litigation concerning claims under ERISA; wrongful discharge; sexual, racial, age, national-origin, disability, and religious discrimination and harassment under state and federal laws; FMLA; retaliatory discharge; defamation; intentional infliction of emotional distress; tortious interference with contract; employment and non-compete agreements; protection of trade secrets; drug-testing; conspiracy; reductions in force; and the WARN Act.



ANDREA POWERS

Andrea Powers, of counsel in the Birmingham office, concentrates her practice in the area of employee benefits and executive compensation. Ms. Powers is experienced in all aspects of executive compensation and employee benefits matters, including the design and administration of qualified plans, health and welfare benefit plans and non-qualified plans.



MEGAN SUTTON

Megan Sutton is an associate at the Nashville office and a member of the Labor & Employment Group. Ms. Sutton defends employers in a wide range of industries against allegations of discrimination, harassment, retaliation and wrongful discharge. Her experience includes investigating and assisting in the defense of lawsuits and EEOC charges.



KEN WEBER

Ken Weber, shareholder in the Nashville office, concentrates his practice in labor and employment law and ERISA litigation. Mr. Weber is a trial lawyer who has participated in over 30 trials, including more than 10 jury trials as "first chair." Mr. Weber has defended the full range of employment discrimination and harassment claims; retaliation and whistleblower claims; employment contract claims; wage and hour claims, including several FLSA collective actions; and employment related defamation claims.



MEREDITH WILLIAMS

Meredith Williams is Baker Donelson's Chief Knowledge Management Officer. She oversees BakerNet, the Firm's industry-leading intranet, and coordinates strategic growth in knowledge management, competitive intelligence and technology. Ms. Williams is one of Baker Donelson's chief resources for social media ethics and training. In 2010, she oversaw a 50-state review of rules regarding social media in order to create the Firm's social media policy, and then executed training for more than 1,000 attorneys and staff members.

CONTINUING EDUCATION

This course has been approved for 5.0 general credit hours of CLE in the state of Tennessee. This course has been approved for 6.5 hours of HRCI general recertification credit.