

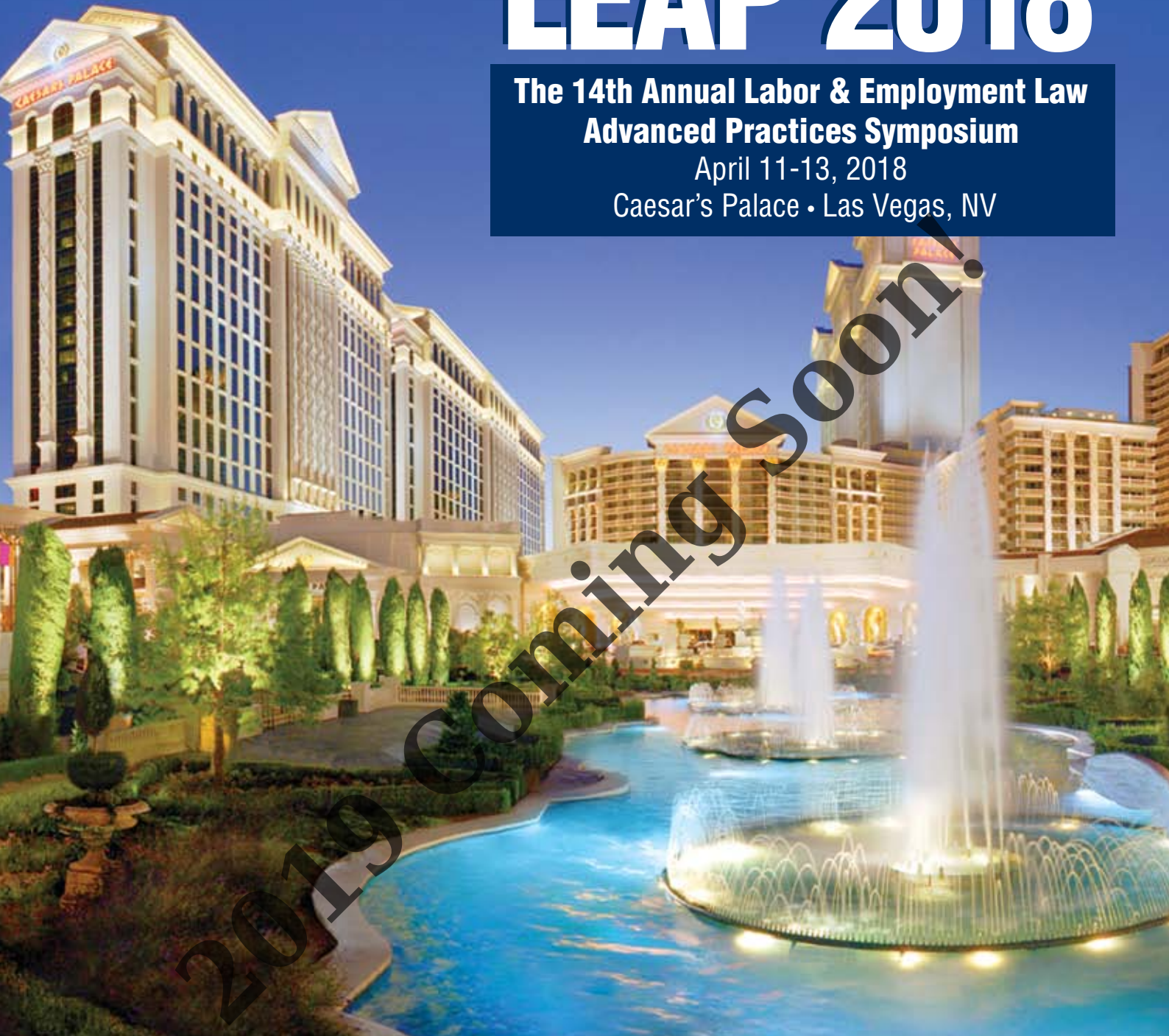
HR Specialist and the Management Labor and Employment Roundtable present:

LEAP 2018

The 14th Annual Labor & Employment Law
Advanced Practices Symposium

April 11-13, 2018

Caesar's Palace • Las Vegas, NV



More than 30 of America's top HR legal minds

17 HRCI and SHRM credit hours

FREE pre-conference seminars

FREE post-conference workshops

Interactive roundtables and luncheons

NEW! Extra sessions added!

President Donald Trump has shaken up virtually every aspect of American life. And perhaps nowhere else are those changes as evident as in the areas of employment law and human resources policy. What's next?

Find out at LEAP! LEAP 2018 takes place April 11-13, and features more than 30 top employment attorneys and HR pros. And our unique interactive sessions give you one-on-one access to these experts on the topics that matter to YOU.

Few could have predicted the revolutionary events of the past year. Count on LEAP 2018's team of experts to help you prepare for the even greater changes coming. Sign up today!

Sincerely,



Joseph L. Beachboard, Esq., Moderator, LEAP 2018



P.S. All LEAP attendees receive comprehensive course materials ... 6 free months of the HR SPECIALIST: EMPLOYMENT LAW newsletter ... 6 free months of our PREMIUM PLUS online HR service ... plus **an unconditional money-back guarantee.**

P.P.S. With all our breakout sessions and pre- and post-conference events, you'll want to bring some colleagues along. Contact us for multiple-attendee discounts!

**REGISTER FOR TWO SPECIAL WORKSHOPS BEFORE LEAP
– WEDNESDAY, APRIL 11, 8:30-11:30 AM –**

I-9/E-Verify Summit

Audits of I-9 employer documents are up 1,000% in the past decade – and the Trump administration recently announced it will conduct “four to five times” the number of workplace immigration raids in 2018 compared with 2017. Plus, a new “Smart I-9” form was issued recently, and one mistake could leave YOU smarting. Immigration reform also remains a hot-button issue – and an increasing challenge for HR.

The *I-9/E-Verify Summit* is an intensive half-day look at how legal and regulatory changes will impact your work. From surviving (and even avoiding!) an I-9 audit to key recordkeeping rules ... the latest E-Verify regs to field-tested compliance strategies AND MORE, this workshop will pay for itself many times over, as you avoid violations, fines, and even **criminal prosecution.**



**PAYROLL COMPLIANCE
WORKSHOP**

Payroll may be the most heavily regulated aspect of HR. And these regulations have teeth. Executives can be held *personally* liable – and even face JAIL TIME – for some violations of payroll laws.

The *Payroll Compliance Workshop* is designed to help you avoid these problems – and improve every facet of your payroll operations. Attorney Alice Gilman, editor of *Payroll Legal Alert* and the *Payroll Compliance Handbook*, will cover topics like timekeeping ... expense reimbursement ... travel pay ... garnishments ... ACA reporting ... and more. And with our unique workshop format, you can get solutions to your specific payroll problems. Stay in compliance – and out of trouble!

LEAP 2018 attendees receive a 20% discount on the *Payroll Compliance Workshop* and the *I-9/E-Verify Summit* – and we've scheduled both events so you won't miss LEAP's free preconference sessions! To register or learn more, visit www.PayrollComplianceWorkshop.com and www.I-9Summit.com, or see the back page of this brochure.

Wednesday, April 11

12:00 – 5:00 pm**CONFERENCE REGISTRATION****3:00 – 5:00 pm****PRE-CONFERENCE WORKSHOPS**

Choose between these interesting sessions presented by accomplished, nationally recognized speakers:

- **EMPLOYMENT DOCUMENTATION AND RECORDKEEPING: WHAT TO KEEP, WHAT TO TOSS**

In employment litigation, the winning case is often the best-documented case. And almost every HR law carries stringent recordkeeping requirements and stiff penalties for noncompliance. Discover how to develop an effective records management strategy for your printed and electronic HR records, including documents management, retention, and destruction/deletion.

- **THE WIRED WORKPLACE**

Technology is seen by many as the #1 legal workplace challenge. Find out if your policies (do you have any?) for on-site and off-site use of smartphones and tablets pass legal muster. We'll also discuss BYOD issues ... balancing needs for workplace confidentiality and employee privacy ... and potential legal liability.

- **HIRING AND FIRING WORKSHOP**

The two most dangerous stages of an employee's tenure? The start and the finish. Our experienced attorney will lead you through a hands-on session, covering everything from writing the employment ad to interviewing, from job offers to termination. We outline best practices (and pitfalls) each step of the way.

Thursday, April 12

7:45 – 9:00 am**REGISTRATION, CONTINENTAL BREAKFAST, AND "YOU BE THE JUDGE" CONTEST – PRIZES AWARDED!****9:00 – 9:10 am****PROGRAM WELCOME AND OPENING REMARKS – JOSEPH BEACHBOARD, LEAP MODERATOR****9:10 – 10:00 am****EMPLOYMENT LAW 2018: THE LATEST & GREATEST DEVELOPMENTS IMPACTING EMPLOYERS**

We kick off LEAP 2018 with a look at the most significant employment law news and trends of the past year. What are the most important U.S. Supreme Court cases for employers? Why do

retaliation cases continue to soar? What are the latest issues involving employers and the LGBTQ community? During these "fastest 50 minutes in employment law," you'll discover key insights into the issues you need to be concerned about in the next 12 months.

10:00 – 10:45 am**WASHINGTON WATCH**

The nation's capital continues to undergo historic upheaval and change that will continue in 2018. Our panel of experts will offer advice and insights on the recent developments in labor- and employment-related legislation, regulation, enforcement initiatives, and appointments coming from inside the Beltway.

10:45 – 11:00 am**BREAK****11:00 – 11:45 am****PERFORMANCE REVIEWS: THEIR FINAL PERFORMANCE?**

More and more, performance reviews are being done less and less. Some find them useless, tedious, and unproductive. Others still see them as a valuable tool for employee assessment, and even motivation. We'll talk about the future of the performance review ... best practices ... and the legal pitfalls that still remain.

11:45 am – 12:15 pm**PROTECTED ACTIVITY: EVERY EMPLOYER'S NIGHTMARE**

The changing definition of "protected concerted activity" – and a more activist NLRB – means a tougher climate for employers and HR. The Board – once a concern for unionized workplaces – continues to expand its reach into EVERY organization, impacting areas from social media and posting requirements to handbooks and beyond.

12:15 – 1:45 pm**LUNCH & SPECIAL PRESENTATION: DR. DENNIS DAVIS**

Dr. Dennis Davis is annually rated as one of LEAP's top speakers – and for good reason! In his dynamic presentation *Violence, Disaster, and Crisis Planning: Are You Prepared?* Dennis will share his advice for dealing with tragic workplace situations (plus field-tested techniques to stop them before they start).

1:45 – 2:30 pm**BREAKOUT SESSION #1 – CHOOSE FROM:****1. EMPLOYEE LEAVE INTERACTIVE ROUNDTABLES**

Managing leave is always ranked as HR's #1 headache. Now LEAP has the cure. Jump into a 15-minute "speed session" on any of 4 different leave topics – then change to a second, and then a third, for an instant across-the-board update. (Session repeated during 2:45pm breakout)

(Agenda continued, next page ...)

2. MARIJUANA AND PRESCRIPTION DRUG ISSUES IN THE WORKPLACE

As more and more states legalize marijuana, HR burdens get higher and higher. We'll review emerging case law and regulation ... employment testing, safety, and privacy concerns ... and marijuana, opioid, and other drug abuse-related treatment issues.

3. FEDERAL CONTRACTOR ISSUES

If you're doing business with Uncle Sam, you face a dizzying array of problems that extend far beyond the contract itself. We'll review the latest wrinkles in OFCCP, minimum wage requirements, employee leave, and a host of others.

2:30 – 2:45 pm
ROOM CHANGE/BREAK

2:45 – 3:30 pm
BREAKOUT SESSION #2 – CHOOSE FROM:

1. EMPLOYEE LEAVE INTERACTIVE ROUNDTABLES *(repeated from breakout #1)*

We're planning a second round of roundtables on these popular topics. Get expert advice ... hear your colleagues' problems ... and share your own experience on FMLA management, pregnancy leave, ADA accommodation, intermittent leave, and more.

2. HARASSMENT IN THE HEADLINES: HR IN A #METOO WORLD

Workplace harassment has exploded in front-page headlines the past few months. Is your organization vulnerable to a bombshell complaint (or even a #MeToo hashtag accusation)? Discover the changes needed to your policies and practices to stay in compliance and to create a culture of respect.

3. PUBLIC SECTOR EMPLOYERS: UNIQUE ISSUES AND RISKS FOR 2018

Employment law issues for public sector employers are even more daunting than those faced by the private sector. This session covers some of the key issues (such as the impact of free speech protection) and recent developments in public sector employment law litigation.

3:30 – 3:40 pm
ROOM CHANGE

3:40 – 4:30 pm MISBEHAVIOR IN THE C-SUITE: PRACTICAL STEPS FOR DIFFICULT SITUATIONS

It's hard enough disciplining problem employees – but what do you do when the problem is the boss? From sexual misconduct to bullying and violence to ethical lapses and beyond, there ARE steps you can take – and we'll share them with you.

4:30 – 5:00 pm THE MOST BIZARRE EMPLOYMENT LAW CASES OF 2017

Lawsuits are serious business – but that doesn't mean there aren't a few laughs to be had. This traditional LEAP closing session will provide plenty! Our review of the year's weirdest HR legal cases will get you laughing – and thinking – because each hilarious case carries a practical tip for employers.

5:00 – 5:15 pm CLOSING & FIRST PRIZE DRAWING

5:15 – 6:15 pm HOSTED RECEPTION

Join the speakers and your colleagues from around the country for a beverage and networking as you enjoy Caesar's legendary hospitality. This also provides an excellent opportunity to discuss the day's topics – or your betting strategies in the casino.

Friday, April 13

7:30 – 8:55 am CONTINENTAL BREAKFAST AND INTERACTIVE HR ROUNDTABLE DISCUSSIONS

Here's your chance to find solutions to your toughest employment law problems. Choose from 11 tables – each on a different topic that you can discuss with our legal expert. After 25 minutes you can switch to a second table, and then a third. Topics will include:

- Overtime/Wage & Hour
- Employee Handbooks
- Harassment
- Employee Engagement
- I-9s/E-Verify/Immigration
- Employee Documentation
- OFCCP/Federal Contractors
- HR Investigations
- LGBT issues
- California Employment Law
- Nevada Employment Law



8:55 – 9:00 am DAY TWO OPENING

9:00 – 9:45 am HR & THE FIRST AMENDMENT: FREE SPEECH AND POLITICAL SPEECH AT WORK

The 2016 election is over. But as some employees exercise their First Amendment rights, others feel deprived of theirs. As usual, HR is caught in the middle. Are your workplace policies fair to all sides? Are they legally compliant? We'll help you develop policies and strategies to ensure everyone's rights are being preserved.

9:45 – 10:30 am
WAGE-ING WAR: WHAT YOU NEED TO KNOW AND DO ABOUT PAY EQUITY

Pay equity is getting more attention than ever. Cities and states are changing the rules. Class actions are on the rise. The status quo is not an option. Our panel of experts will provide tips and strategies to reduce your company's risk in this fast-developing area. Plus, we'll discuss why pay audits are a smart move in this climate – and how to conduct one.

10:30 – 10:45 am
BREAK

10:45 – 11:15 am
IMMIGRATION & HR: I-9 FORMS, E-VERIFY AND BEYOND

Skyrocketing audits ... increased enforcement ... new legislation ... regulation ... and legal challenges. Are you ready? Join us for this essential session to ensure that your organization avoids penalties, stiff fines, and even jail time for violators. We'll clue you in on exactly what investigators are looking for – so you can prepare far in advance. Stay in compliance – and out of trouble.

11:15 am – 12:00 pm
YOUR 2018 COMPLIANCE CHECKLIST: NECESSARY CHANGES TO YOUR HANDBOOK, POLICIES AND MORE

A poorly written (or outdated) handbook is an open invitation for an employment lawsuit. Our panel will help you "bullet-proof" your handbook by telling you what to say – and what NEVER to say – based on the latest legal and legislative developments. You'll leave with a practical checklist of changes to make to your company policies and your practices.

12:00 – 1:00 pm
LEARN FROM THE LAWYERS LUNCHEON

One of the speakers from the LEAP program will be assigned to each table to answer your individual and group questions while you dine. This presents a great opportunity to get answers on your tough employment law problems and discover your colleagues' successes – and mistakes.

1:00 – 1:30 pm
IN CASE YOU MISSED IT: KEY TAKEAWAYS FROM LEAP 2018

This "lightning-round" closing event has quickly become a LEAP favorite. Speakers from all three days of LEAP get three minutes each to give you the takeaway lessons of their pre-conference and breakout sessions – and to "tease" their post-conference workshops. This session is specifically designed to help you create an Action Plan to turn three days of insightful advice from your LEAP faculty into a comprehensive HR management and legal strategy.

1:30 – 2:00 pm
SPECIAL PRESENTATION – THE ROUNDTABLE PLAYERS

Funny lawyers? Really? YES! The Roundtable Players are famous for their humorous (and informative) approach to concluding the LEAP seminar. Past spoofs have included "HR Family Feud," "The Employment Law Apprentice," "Deal Or No Deal – An Employer's Dilemma," and "American Employment Law Idol." You won't want to miss what they come up with this year!

2:00 – 2:10 pm
GRAND PRIZE DRAWING & PROGRAM CLOSING

2:10 – 2:15 pm
ROOM CHANGE/BREAK

2:15 – 4:00 pm
POST-CONFERENCE WORKSHOPS

Stay with us after the general sessions conclude to participate in one of the following special focused programs presented by accomplished, nationally recognized speakers. These workshops are included with your conference registration:

- **INVESTIGATING & DOCUMENTING MISCONDUCT**

When rules are broken in your workplace, you've got to investigate – but you've got to follow the rules as well. We'll go step-by-step on how to properly investigate employee malfeasance, helping you ensure that your practices are compliant ... your documentation is drum-tight ... and your findings are accurate.

- **EMPLOYEE SCREENING**

Effective screening has never been more important. Yet a growing number of employers – concerned that they're losing out on top talent – have relaxed or even eliminated elements of their screening practices. Learn the legally correct way to conduct background checks, credit checks, drug tests, skills tests, and more.

- **CALIFORNIA EMPLOYMENT LAW: LITIGATION, HERE WE COME**

This session will summarize the latest laws, litigation, and liabilities in the state that leads the nation in new workplace protections. This program will be useful for those who manage employees in the Golden State and others interested in tracking the latest trends (developments occurring in California tend to spread east).

- **NEVADA EMPLOYMENT LAW ROUNDTABLE**

If you have operations in Nevada, here is your one-of-a-kind chance to get all of your state-specific employment law questions answered in an informal, no-holds-barred Q&A session.

HOTEL OPTIONS

Welcome to Caesar's Palace!

LEAP 2018 is being held at the magnificent Caesar's Palace in the heart of Las Vegas. This signature location boasts luxury, convenience – and the most dazzling views in all Las Vegas!

Entertainment. Celine Dion. Elton John. Frank Sinatra. Just a few of the show biz icons who have entertained at Caesar's Palace. After a productive day at LEAP, you can take in a show ... enjoy the spa and salon ... or soak in the sun poolside.



Dining. Caesar's boasts over a dozen restaurants, from casual and food court fare to world-class dining destinations. Try Nobu Las Vegas, Gordon Ramsay's Pub and Grill – or a slice of pizza at DiFara. And of course there's the legendary Bacchanal Buffet!



History. Remember Evel Knievel's motorcycle jump over the fountains? Mel Brooks "playing the Palace" as an ancient Roman stand-up comic? Tom Cruise and Dustin Hoffman winning thousands at blackjack? It all happened at Caesar's Palace – the most iconic location Las Vegas has to offer.

Caesar's also offers matchless meeting space and business amenities. And we've negotiated a rock-bottom room rate for LEAP attendees. Caesar's offers not just world-class service and style, but our lowest room rates ever.



We look forward to welcoming you to Caesar's Palace!

FREE GIFTS FOR LEAP 2018 ATTENDEES!

LEAP 2018 is presented by **THE HR SPECIALIST** – keeping employers in compliance (and out of danger) since 1937. All LEAP attendees will receive 6 months of our **HR SPECIALIST: EMPLOYMENT LAW** newsletter and our **PREMIUM PLUS** online HR information service – a combined \$397.00 value – absolutely FREE!



SYMPOSIUM HOST

LEAP 2018 MODERATOR – JOSEPH L. BEACHBOARD

Joseph L. Beachboard, a founding member of the Management Labor and Employment Roundtable (MLER), is widely considered to be one of the nation's leading experts on labor and employment law. A shareholder with the law firm of Ogletree, Deakins, Nash, Smoak, & Stewart, P.C., in Los Angeles, Mr. Beachboard's writing has appeared in such leading publications as *HR Specialist: Employment Law*, *California Employment Law*, *HR Magazine*, *The National Law Journal*, *Workplace*, *HR Executive*, and *The Los Angeles Times*. He speaks frequently at local and national events, and this year marks his 14th as the moderator and driving force behind LEAP.



The Labor & Employment Law Advanced Practices Symposium features some of the finest HR legal minds in the country. LEAP 2018 speakers include:

Joe Beachboard, Ogletree Deakins, Torrance, CA (moderator)

Deborah Adams	Frost Brown Todd	Cincinnati, OH
Richard Brann	Baker Botts	Houston, TX
C.B. Burns	Kemp Smith	El Paso, TX
Joseph Clees	Ogletree Deakins	Phoenix, AZ
John Coleman III	Burr & Forman	Birmingham, AL
James Dale	Stoel Rives	Boise, ID
Dr. Dennis Davis	Ogletree Deakins	Torrance, CA
John Doran	Sherman & Howard	Phoenix, AZ
John Fay	LawLogix	Phoenix, AZ
Michael Fox	Ogletree Deakins	Austin, TX
Dan Gallipeau	Dispute Dynamics	Los Angeles, CA
Alice Gilman	Payroll Legal Alert	New York, NY
Greg Guidry	Ogletree Deakins	Lafayette, LA
Charles High	Kemp Smith	El Paso, TX
Daniel Kaplan	Foley Lardner	Madison, WI
Jonathan Kaplan	Littler Mendelson	Memphis, TN
Anthony Martin	Ogletree Deakins	Las Vegas, NV
Larry Michaels	Mitchell Silberberg & Knupp	Los Angeles, CA
Mekesha Montgomery	Frost Brown Todd	Nashville, TN
Richard Paul	Paul Plevin	San Diego, CA
Kathy Perkins	Kathy Perkins LLC Workplace Law	Lawrence, KS
Edward Phillips	Kramer Rayson	Knoxville, TN
Fred Plevin	Paul Plevin	San Diego, CA
Peter Post	Ogletree Deakins	Pittsburgh, PA
Paul Prather	Littler Mendelson	Memphis, TN
David Rittof	Modern Management	Chicago, IL
Bob Sheeder	Bracewell & Giuliani	Dallas, TX
Steven Suflas	Ballard Spahr	Cherry Hill, NJ
Jennifer Trulock	Baker Botts	Dallas, TX
George Yund	Frost Brown Todd	Cincinnati, OH

Name _____ Title _____

Organization _____

Address _____

City _____ State _____ ZIP _____

Phone (_____) _____ Email (required for webcast) _____

Fax (_____) _____ State of Admission/Bar # (attorneys only) _____

Yes! I want to stay up on the coming changes in HR and employment law. Please register me for LEAP 2018. I understand my satisfaction is unconditionally guaranteed or my money back. Please register me at:

- \$1177** LEAP 2018 plus I-9/E-Verify Summit Payroll Compliance Workshop (Check one)
 \$1099 Standard Rate
 \$999 BMD/HRS Subscriber Rate (please provide account # _____)
 \$999 Early-Bird Rate (valid through February 17, 2018)
 \$899 BMD/HRS Subscriber AND Early-Bird Rate (please provide account # _____)

NOTE: To qualify for Subscriber discounts, address above must match our subscription records.

* Call for special group rates

- \$299** I cannot attend, but please send me the course materials.
 \$297 Webcast of I-9/E-Verify Summit Payroll Compliance Workshop (Check one)
 Check enclosed, payable to Business Management Daily/LEAP 2018.
 Please charge my: VISA MasterCard AmEx Discover

Card # _____ Expiration _____

Name on Card _____ Signature (required) _____

- Please bill me

Registration Includes:

- Access to all LEAP sessions, including pre- and post-conference events
- A complimentary 6-month subscription to the HR SPECIALIST: EMPLOYMENT LAW newsletter
- A complimentary 6-month subscription to the HR SPECIALIST: PREMIUM PLUS online service
- Continental breakfast each day
- Luncheon each day
- Refreshment breaks
- Course materials
- Certificate of completion
- HRCI/SHRM/CLE credit hours

DATES:

April 11-13, 2018

LOCATION:

Caesar's Palace
3570 S. Las Vegas Blvd.
Las Vegas, NV 89109
(866) 227-5938

Book your room at Caesar's Palace at **www.LEAP2018.com/hotel**. Rooms are limited, so make your reservation as early as possible. Ask for "LEAP 2018 Conference rate." Reservations are the attendees' responsibility and can be made by contacting Caesar's Palace.

HRCI/SHRM/CLE CREDIT

LEAP Payroll Compliance Workshop and I-9 Summit attendees can earn recertification credit hours through the Human Resources Certification Institute (HRCI) and SHRM.

FOUR EASY WAYS TO REGISTER**ONLINE:**www.LEAP2018.com**PHONE:**

Toll-free (800) 543-2055

FAX:

(703) 905-8040

MAIL:

HR SPECIALIST
7600A Leesburg Pike, West Building, Suite 300
Falls Church, VA 22043

CANCELLATION POLICY

Participants will receive a full refund, less a \$150 processing fee, if cancellation is received by 5:00 ET March 3, 2018. Otherwise, participants are responsible for the full registration fee. An alternate may always attend in place of an original registrant.

"Phenomenal speakers. Excellent content ... the BEST employment law conference in the U.S.!"
— attendee Tammy Barthel