

REGISTRATION FORM

There is a \$25 registration fee per person. Includes continental breakfast and materials.

Register by mail or online at henlaw.com

Contact Gail Lamarche at 239.344.1186 or gail.lamarche@henlaw.com if you have any questions.

Please RSVP by October 5

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and mail it along with your completed registration form to:

Gail Lamarche, Director of Marketing
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Please provide topics or questions you would be interested in discussing. You may also email them to gail.lamarche@henlaw.com.

Henderson Franklin offers Southwest Florida business owners and human resource professionals a source to stay current on employment law-related news and updates.

Find out more at Southwest Florida's first employment law blog:

swfemploymentlawblog.com



Henderson, Franklin, Starnes & Holt, P.A.

is one of the largest law firms between Tampa and Miami. A full-service firm, Henderson Franklin has 55 attorneys practicing in the areas of business and tax planning, estate planning, family law, commercial and civil litigation, immigration law, workers' compensation, employment law, real estate, and land use and environmental law.

One of the state's oldest firms, Henderson Franklin was founded in Fort Myers in 1924 and currently operates offices in Fort Myers, Bonita Springs and Sanibel Island.

For more information, please visit our **NEW** website at henlaw.com

DIRECTIONS

The Resort at Marina Village

5951 Silver King Boulevard
Cape Coral, FL 33914

From Fort Myers

- Follow College Parkway West and continue across Cape Coral Bridge
- Continue straight on Cape Coral Parkway
- Turn left onto Pelican Boulevard
- Continue onto Rose Garden Road
- Turn left onto Silver King Boulevard

From Naples

- I-75 N via the ramp to Tampa
- Take exit 131 toward Cape Coral
- Turn left onto Daniels Parkway
- Turn right onto North Tamiami Trail/41
- Turn left onto College Parkway
- Continue straight, cross Cape Coral Bridge Road and continue on Cape Coral Parkway
- Turn left onto Pelican Boulevard
- Continue onto Rose Garden Road
- Turn left onto Silver King Boulevard



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HR Law & Solutions Mini-Conference

**Tuesday, October 16, 2012
8 a.m. – 12 p.m.**

The Resort at Marina Village
5951 Silver King Boulevard, Cape Coral, FL 33914

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HR Law & Solutions
Mini-Conference
Tuesday, October 16, 2012

PROGRAM

- 8:00 – 8:30 a.m. Registration and Continental Breakfast**
Sponsored by IBERIABANK
- 8:30 – 8:45 a.m. Welcome and Opening Remarks**
John Potanovic
- 8:45 – 9:30 a.m. Protecting your Bottom Line and Control Workers' Compensation Costs: War Stories from the Workers' Compensation Crypt!**
Cora Molloy, David Roos and Michael McCabe
Moderated by John Agnew
- 9:30 – 9:45 a.m. Networking Break**
- 9:45 – 10:30 a.m. What to do When the EEOC Comes Knocking**
Suzanne Boy
- 10:30 – 11:15 a.m. The Retaliation Claim Boom: Best Practices to Minimize Liability**
John Potanovic
- 11:15 – 12:00 p.m. E-Verify: Considerations Regarding Enrollment, Use & Requirements**
Tulio Suarez

Protecting Your Bottom Line and Controlling Workers' Compensation Costs: War Stories from the Workers' Compensation Crypt!

In a panel discussion moderated by **John Agnew**, Henderson Franklin's workers compensation attorneys **Cora Molloy, David Roos** and **Michael McCabe** will discuss how employers can take preventative steps at the initial reporting of a workers' compensation claim to help control costs and how these preventative measures are applied in a real world environment. Michael McCabe will discuss stop work orders and fines, as well as the *Martin v. Carpenter* defense. David Roos will discuss the benefits of a drug free work place environment and how and why an employer should participate in same. Cora Molloy will discuss initial and ongoing medical benefits and why an employer needs to provide same at the initial reporting of a work accident.



Cora Molloy



David Roos



Michael McCabe



John Agnew

Cora, David and Michael represent insurance carriers, third party administrators, and employers in the defense of workers' compensation claims. Cora is Chair of Henderson Franklin's Workers' Compensation practice area and David is a member of Henderson Franklin's Executive Committee.

John Agnew handles cases involving enforcement of non-compete and non-solicitation agreements, and represents employers defending against claims involving ADA accessibility, FLSA wage and hour laws, wrongful termination, and harassment. He is also a member of the Lee County Bar Association's Executive Council.

What to do When the EEOC Comes Knocking

In this segment, **Suzanne Boy** will explain how almost all discrimination and harassment lawsuits begin with the EEOC administrative charge process. Would you know what to do if the EEOC came knocking? How would you respond? The importance of this process cannot be understated. Attendees will learn the nuts and bolts of the entire administrative charge process, including:

- How best to respond to a discrimination charge, including what documents to produce and what to include in a position statement
- To mediate or not to mediate
- How best to handle on-site investigations
- Top mistakes employers make, according to the EEOC



Suzanne Boy

Suzanne assists clients with all aspects of employment-related litigation, claims, and client counseling. She is lead writer of Henderson Franklin's *Southwest Florida Employment Law Blog*.

The Retaliation Claim Boom: Best Practices to Minimize Liability

Florida Bar Board Certified Labor & Employment Lawyer **John Potanovic** will explain why and how courts across the country have become sharply divided on the application of key concepts such as what is "protected activity" and when does an employer take "adverse action." John will share recent case law and use examples to discuss and demonstrate hot topics in this area, such as third party retaliation, retaliatory harassment, use of the judicial process, and unreasonable opposition. John will also provide tips on how to avoid and address these claims to minimize liability.

John is Chair of Henderson Franklin's Employment



John Potanovic

Law practice group and is Florida Bar Board Certified in Labor and Employment law. He represents employers in all aspects of employment matters including discrimination, harassment, civil rights, wage and hour disputes and EEOC investigations.

E-Verify: Considerations Regarding Enrollment, Use & Requirements

Florida Bar Board Certified Immigration and Nationality Lawyer **Tulio Suarez** will discuss United States immigration issues impacting employers, including:

- E-Verify enrollment and use
- E-Verify use by employers with offices in multiple states
- E-Verify requirements for federal contractors
- E-Verify Employer Agents



Tulio Suarez

Tulio is Chair of Henderson Franklin's Immigration Law practice group and is one of few Board Certified Immigration and Nationality Lawyers in Florida. He provides expert strategies to assist clients in all areas of corporate and family immigration law, and is lead writer of Henderson

Franklin's immigration law blog. Tulio serves on the Board of Directors for the United Way of Lee and Hendry Counties and American Immigration Lawyers Association, Central Florida Chapter.