

HRCI Approval Pending

REGISTRATION FORM

**There is a \$30 registration fee per person.
Includes plated lunch selection**

- ___ Chicken Piccata
___ Roast Pork Loin
___ Eggplant Parmesan (Vegetarian)

Registration is by mail or online at henlaw.com

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

Due to limited seating, please RSVP by March 8

Please select which breakout session you would like to attend:

- Latest Developments in Immigration Law
 What's New in the Workers' Compensation Arena

Name _____

Title _____

Company _____

Address _____

City _____

State _____ Zip _____

Phone _____

E-mail _____

Credit Card # _____
(Visa, MasterCard or American Express only)

Expiration Date _____

If paying by check please make your check payable to
Henderson, Franklin, Starnes & Holt, P.A.
and mail it along with your completed registration form to:

Gail Lamarche, Director of Marketing
Henderson, Franklin, Starnes & Holt, P.A.
P.O. Box 280
Fort Myers, FL 33902-0280

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current on employment law-
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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 over 50 attorneys practicing in the areas of business and tax planning, estate planning, family law, commercial and civil litigation, 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, Sanibel Island and Naples.

For more information, please visit our website
www.henlaw.com.

Directions

Marriott Sanibel Harbour Resort & Spa
17260 Harbour Point Drive, Fort Myers, FL 33908
Telephone: 239.466.4000

From Points North of Fort Myers – I-75 South

- Take Exit 131, Daniels Parkway, end of ramp turn right heading west on Daniels Parkway
- At lights, turn left on South Tamiami Trail (Route 41-S)
- At lights, turn right on Gladiolus Drive
- Merge left via ramp on Summerlin Road (CR 869) and continue to follow straight when road merges into McGregor Boulevard
- Take right onto Punta Rassa Road
- Take slight right onto Harbour Point Drive at sign for Marriott Sanibel Harbour
- Check in at guard gate and follow signs to main building

From Points South of Fort Myers – I-75 North

- Take Exit 128, San Carlos Park, Alico Road, end of ramp, turn left on Alico heading west
- At lights, turn right on South Tamiami Trail (Route 41-N)
- At lights, turn left onto Gladiolus Drive
- Merge left via ramp on Summerlin Road (County Road 869) and continue to follow straight when road merges into McGregor Boulevard
- Take right onto Punta Rassa Road
- Take slight right onto Harbour Point Drive at sign for Marriott Sanibel Harbour
- Check in at guard gate and follow signs to main building

Lykes Insurance, Inc. is a full service insurance agency offering all lines of insurance products and risk services that include workers' compensation claims management and loss control consulting. Lykes Insurance was established in 1925 and currently operates offices in Fort Myers, Miami, Tampa and Winter Park, Florida. Our dedicated and experienced employees are market and client-oriented, resulting in a partnership with our clients to assist them in the management of their total cost of risk. For more information, please visit our website at www.lykesinsurance.com.

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21st Annual HR Law & Solutions 2013

Tuesday, March 19

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Fort Myers, Florida

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21st Annual
HR Law & Solutions Seminar
Tuesday, March 19, 2013

AGENDA

8 a.m.	Opening Remarks John Potanovic, Esq.
8:15 – 9:30 a.m.	Legislative and Case Law Update Robert Shearman, Esq. and John Agnew, Esq.
9:30 – 9:45 a.m.	Networking Break
9:45 – 11:00 a.m.	Strategies and Best Practices for Handling Workplace Investigations John Potanovic, Esq.
11 – 11:15 a.m.	Networking Break
Sign-up for one breakout session 11:15 a.m. – 12 p.m.	
	Immigration Breakout Session: Latest Developments in Immigration Law Tulio Suarez, Esq.
	Workers' Compensation Breakout Session: What's New in the Workers' Compensation Arena Cora Molloy, Esq., David Roos, Esq. and Michael McCabe, Esq.
12 – 1:15 p.m.	Lunch
1:15 – 2:15 p.m.	HR – Keepers of the Culture: Creating a Workplace of High Performance, Quality and Excellence Chip Madera, Guest Speaker
2:15 p.m.	Networking Break
2:30 – 3:30 p.m.	Employment Law IQ: Test Your Knowledge and Issue Spotting Abilities Vicki Sproat, Esq. and Suzanne Boy, Esq.

Legislative and Case Law Update

**Robert Shearman, Esq.
and John Agnew, Esq.**



Robert Shearman

Attendees will be provided with an update on significant court decisions, including cases addressing discrimination, retaliation, EEOC trends impacting employers, and legislative developments. This annual update will provide practical advice and tips to help HR professionals reach their corporate goal of a compliant workplace.



John Agnew

Bob is Florida Bar Board Certified in Civil Trial Law and represents numerous public and private entities with respect to civil rights, wrongful termination, discrimination, and harassment matters.

John 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 a member of the Lee County Bar Association's Executive Council.

Strategies and Best Practices for Handling Workplace Investigations

John Potanovic, Esq.



John Potanovic

John will provide strategic tips and best practices to utilize in the investigation of workplace claims, including harassment, discrimination, and retaliation claims. The fairness, thoroughness, and efficacy of an investigation are frequently the subject of challenge by the EEOC and/or plaintiff attorneys.

This program is designed to better equip the investigator to conduct an investigation that will withstand such scrutiny.

John is Chair of Henderson Franklin's Employment 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. John is a member of the Association of Workplace Investigators.

Breakout Sessions

These sessions will provide an opportunity for attendees to gain more detailed information on the specific topics of interest. Please choose one.

Latest Developments in Immigration Law

Tulio Suarez, Esq.



Tulio Suarez

Tulio will discuss recent developments in federal and state laws related to the employment of foreign nationals, and the verification of identity and employment authorization in a workforce. This session aims to provide employers with options for employing foreign nationals, as well as practical suggestions and practices to reduce the possibility of a workplace audit or, in the event of one, avoid serious and costly violations.

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.

What's New in the Workers' Compensation Arena

**Cora Molloy, Esq., David Roos, Esq.
and Michael McCabe, Esq.**



Cora Molloy



David Roos

Cora and David will discuss new developments presented in workers' compensation JCC opinions and appellate decisions, as well as the recently released annual report summarizing the



Michael McCabe

current status of our industry and future trends. Michael will discuss crisis management and strategies for managing the negative impact of stop work orders.

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.

HR – Keepers of the Culture: Creating a Workplace of High Performance, Quality and Excellence

Guest Speaker: Chip Madera, MS, CSP

It is no wonder that organizations like the Mayo Clinic, Southwest Airlines and Disney receive high satisfaction scores from both employees and customers. They all have a clearly defined corporate culture that strives for excellence and fortifies their brand in the marketplace. Their secrets can teach us about what it takes to move our personal and professional brands to a new level in today's competitive world of business. This humorous, entertaining, content rich keynote clarifies the essentials for creating a high performance workplace, increased sustainability, client satisfaction and accelerated results. Join Chip on this exciting journey toward the ranks of the world-class and watch your business prosper.

Chip Madera – The Leadership Lion™ – is an expert professional speaker and leadership development authority who empowers audiences with humorous, yet high content strategies for business and personal success. He is the speaker with a heart of BOLD™ who presents more than 100 programs worldwide every year. Some of his clients include the Mayo Clinic, AT&T, Disney, Southern Company, Westinghouse and Gatorade.



Employment Law IQ: Test Your Knowledge and Issue Spotting Abilities

Vicki Sproat, Esq. and Suzanne Boy, Esq.



Vicki Sproat

This fun, interactive presentation will test your employment law IQ by focusing on identifying issues and resolving problems. Attendees will learn how to spot potential legal issues, gain a better understanding of important employment laws, and learn best strategies to mitigate the volume and severity of claims.



Suzanne Boy

Vicki is one of only seven attorneys in Florida with dual certifications in Labor & Employment Law and Civil Trial Law. She concentrates her practice in employment law, providing counsel to and litigating claims for employers. She is a member and former director of the Human Resources Management Association of Southwest Florida.

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