

ABOUT YOUR GUEST SPEAKER



David J. Rittof is president and chief executive officer of Modern Management, Inc. and an employee relations consultant. His proactive approach to employee relations has roots in a broad spectrum of activities including union avoidance, union campaigns, organizational re-design studies, employee opinion surveys, communication audits, and labor relations seminars. As president and chief executive officer, he leads a team of dedicated professionals in helping executives, managers, and supervisors face the challenges of the future.

Since joining the firm 30 years ago, he has consulted in virtually all aspects of employee relations. His experience encompasses healthcare, manufacturing, banking, services, gaming, insurance, and government.

A few of Mr. Rittof's many accomplishments include successfully assisting numerous organizations in maintaining non-union status; providing preventive management training programs regarding the union campaign process; developing identification and action planning processes for responding to employee morale issues; and implementing communication plans for organizations in transition.

A graduate of the University of Illinois at Urbana-Champaign, Mr. Rittof holds a B.A. and an M.A. in Organizational Communication. He has taught at the university level and is co-author of *Quality Circles*, a textbook utilized by several universities and businesses. In addition, Mr. Rittof is a frequent speaker at many organizations throughout the country including Labor and Employment Law Advanced Practices, hospital associations and Board of Director meetings.

In addition, Mr. Rittof recently was named to the Advisory Board of the University of Illinois, Department of Speech Communication. As part of that appointment, he is an executive faculty member in residence who will conduct departmental honors leadership seminars.

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"Always appreciate the concise thorough update this seminar offers. Well-organized, knowledgeable and great speakers. Conference was informative, enjoyable and provided new insights"

"Great Conference! Topics were timely and presenters were knowledgeable and engaging!"

"Presenters...came across fully as the subject matter experts they truly are."

"This was my first time. Impressive presentation that really makes you think."

Featured Guest Speaker



David J. Rittof
President and Chief Executive Officer,
Modern Management, Inc.

October 6, 2011 • Club LeConte
800 South Gay St., 27th Floor
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AGENDA: THURSDAY

OCTOBER 6, 2011

7:30 to 8:50	Registration and Continental Breakfast		12:00 to 1:30	David J. Rittorf Modern Management, Inc.	Lunch Speaker An entertaining and insightful presentation on the role of communication in the workplace and its function for feedback, clarity of direction and development of leadership.
8:50 to 9:00	Edward G. Phillips	Welcoming Remarks			
9:00 to 10:00	Edward G. Phillips	Employment Law Update Discussion of the latest Supreme Court and significant Federal and Tennessee appellate decisions and legislation that impact employers on key issues, including discrimination based on race, gender, age, disability harassment, association retaliation, “cat’s paw,” constitutional privacy, class action developments, summary judgment, and many more.	1:30 to 2:30	William J. Carver	OMG! R U Serious? Social Media for Employers Through social media sites such as Facebook, Twitter, and YouTube, employees can publish information about themselves and your organization across the Internet. The publication of this information invokes many employment law questions. This entertaining session addresses the impact of social media on employment law issues ranging from hiring to termination, including harassment, retaliation, privacy, discrimination and many more. This session will also identify ways employers can utilize social media without exposing themselves to various claims from employees.
10:00 to 10:45	Betsy J. Beck	Workplace Investigations: Getting it Right No employer is immune from employee complaints of harassment, discrimination, retaliation, and the like, but how an employer responds to complaints can have a critical impact on employer liability. In this session, we will discuss the elements of an effective internal investigation, from the complaint through the investigation’s conclusion (and beyond). You will learn how to decipher harassment and discrimination complaints from regular workplace grumblings, how to investigate complaints, when to use an outside investigator, and how to conclude investigations. We will also examine some recent cases for discussion of what some employers did right—and what landed other employers in hot water.	2:30 to 3:30	Steven E. Kramer	The New NLRB: “Tilting the Playing Field” Quickie elections, required pro-union postings, changing reporting requirements to chill use of legal counsel during a union campaign, the Boeing case and more. Beyond traditional industry, the health care, service and construction, industries are being specifically targeted. We will discuss specific proactive measures to limit your risks.
10:45 to 11:00	Morning Break		3:30 to 3:45	Afternoon Break	
11:00 to 12:00	Breakout Session 1 Robert L. Bowman Michael Santocki	Recent Developments, New Trends, and Old Exposures in Employment Practices: A Guide to Legal and Insurance Topics Employment Practices Liability Insurance (“EPLI”) provides coverage for employment-law related claims. An EPLI executive and an attorney who frequently represents EPLI insureds share their knowledge and experience on the current state of the marketplace and how to avoid unexpected pitfalls and maximize protection afforded by the insurance product.	3:45 to 4:30	John E. Winters Moderator	Navigating the Retaliation Minefield Courts and Congress are expanding the classes of people protected from retaliation, broadening the definition of adverse action by an employer in retaliation claims, and more. The risk of “winning the battle but losing the war” seems greater than ever. Using hypothetical scenarios, our panel of experts will engage you in an interactive discussion of specific strategies for addressing workplace retaliation issues. In this session, we will tackle examples of the obvious and the hidden retaliation dangers, including associational retaliation.
	Breakout Session 2 John C. Burgin Jr.	Legal Ethics for the 21st Century Workplace Representing employer clients in the 21st Century often requires some knowledge of social media, working with traditional media looking for a sensational story and institutional clients who are increasingly viewing attorneys as a fungible commodity rather than a trusted relationship. This breakout session explores the ethical issues that can arise for attorneys in the contemporary workplace.			