



Featured Speaker Hallerin Hilton Hill

Since 1992, Hallerin Hilton Hill has been the host of the Hallerin Hilton Hill Radio Show, Monday–Friday, 3:00pm– 7:00pmEST, on NewsTalk 98.7 FM.

Hallerin has been recognized by several publications as the area’s Best Talk Show Host!

In 2010, Hallerin was recognized as one of “TheGrio’s 100: History makers In The Making” released by TheGrio.com. Hallerin is the host and producer of the television program, Anything is Possible, which airs in the Knoxville Metro on WBIR-TV10.

An accomplished singer/songwriter, Hallerin co-wrote a song featured in the movie, “The Preacher’s Wife,” starring Whitney Houston. The Grammy-nominated song, “Who Would Imagine a King,” is also on the movie’s soundtrack and is the biggest-selling gospel song of all time. The song has been recorded several times and has gone multi-platinum.

In addition to his radio, television and musical talents, Mr. Hill is also a published author of the book, The Seven Pillars of Wisdom. Hallerin is an active motivational speaker and also spends a great deal of his time serving the community by sitting on various boards: A former radio station general manager in the U.S. Virgin Islands, Hallerin holds a bachelor’s degree in communications from Oakwood University. He and his wife, Nedra, live in Knoxville and have two children, Hallerin Hilton Hill II, and Halle.

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OCTOBER 25, 2018

CLUB LECONTE

800 South Gay St, 27th Floor • Knoxville, Tennessee 37929

“The speakers were superb and the materials display mastery of the subject matter.”

“Content was insightful and contained great practical examples.”

“Great presentations. Very informative.”

“Outstanding seminar ... the information provided was useful and presented in a down-to-earth manner.”

“Always relevant and timely topics.”

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AGENDA: THURSDAY

OCTOBER 25, 2018

TIME	TOPIC
7:30-8:50	REGISTRATION AND CONTINENTAL BREAKFAST
8:50-9:00	WELCOMING REMARKS JOHN E. WINTERS
9:00-10:00	EMPLOYMENT LAW UPDATE BRANDON L. MORROW, CAMILLE H. SANDERS, BRYCE E. FITZGERALD Discussion of the latest Supreme Court, Sixth Circuit, and Tennessee appellate decisions impacting employers on key issues. This year's update will cover class action waivers, the constitutionality of mandatory union fees, FLSA overtime exemptions, and how Title VII applies to transgender employees.
10:00-11:00	HOW TO LAWFULLY RESPOND TO MENTAL HEALTH DISABILITIES EDWARD G. PHILLIPS A deep dive into lawfully addressing mental health disabilities and requests for accommodation under the ADA, discussion of recent legal opinions where these issues are presented, practical strategies to ensure ADA compliance, including obtaining medical information, the interactive process, possible accommodations, firmly addressing misconduct, and distinguishing between employees who require a reasonable accommodation and those who are unqualified for the job.
11:00-11:15	MORNING BREAK
11:15-12:00	THE #METOO MOVEMENT AND LESSONS FROM HIGH PROFILE SCANDALS JOHN E. WINTERS What can employers learn from the #metoo movement which brought to light sexual harassment by high-profile executives? Have these allegations raised the stakes for all employers? What should employers do differently, both in the workplace, and publicly, when an employee complains of sexual or some other type of harassment in the workplace or even in the news or social media? This session will address the appropriate actions to take against alleged harassers, even if they are senior executives, the best practices when the alleged harasser stays or goes, the best practices in encouraging employees to come forward, conducting effective investigations, and the proactive steps an employer should take to ensure the employer's remedy remains effective.
12:00-1:30	LUNCHEON FEATURING SPEAKER HALLERIN HILTON HILL

2018 PRESENTERS

TIME	TOPIC
1:30-2:30	JOINT-EMPLOYER STATUS, LEGALITY OF COMPANY WORK RULES & HANDBOOK POLICIES, "QUICKIE" UNION ELECTIONS & MORE... STEVEN E. KRAMER We will fully address the "New" National Labor Relations Board (NLRB)'s Policy Shifts and Case Reversals & How Non-Union and Union Employers Can TRY to Deal With the Board's Ever-Changing Directives, Rules & Decisions.
2:30-3:30	BREAKOUT 1: TRAINING THE TRAINERS BETSY J. BECK In this session, we will identify key topics for employee training, particularly those that are vital to legal defenses; discuss gaps or obstacles in training effectiveness and potential new techniques; and discuss recent increases in harassment claims and the value of management buy-in to employee training.
2:30-3:30	BREAKOUT 2: DUMMIES FOR ETHICS 7.0 JOHN C. BURGIN JR. Learn ethics and professionalism based on ethically problematic conduct by others. A discussion of the ethical and professional concerns posed by an attorney instructing a witness to "lie, lie, lie" in a deposition, counsel failing to receive electronic court orders, an attorney's instagram photos disproving her representations, a Tennessee Ethics Opinion regarding online advertising and lawyer referral services, and an ABA Ethics Opinion concerning the duty to self-disclose material errors. Note: this session is designed to provide attorneys with credit toward continuing legal education "ethics" credit.
3:30-3:45	AFTERNOON BREAK
3:45-4:45	MANAGING EMPLOYMENT LAW FOUL-UPS MODERATOR: EDWARD G. PHILLIPS Using hypothetical scenarios, our panel of experts will engage you in an interactive discussion about a variety of situations that can create potential liability for your company. During this session, the panel will evaluate several aspects of employment law and provide best practices recommendations for how to deal with the many employment law pitfalls.
4:45	CLOSING