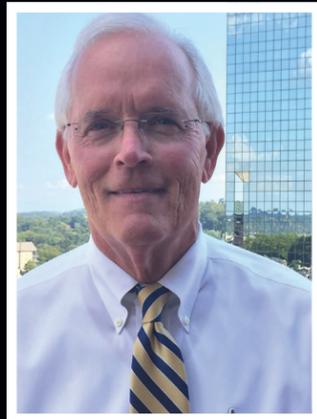


Featured Speaker

Timothy Priest



Timothy is a partner in the firm of Pryor, Priest, Harber, Floyd & Coffey who represents seriously injured persons. He is a native of Huntingdon, Tennessee and a graduate of The University of Tennessee (B.S. 1972; J.D., Valedictorian and Order of the Coif, 1975). He is a member of the Knoxville, Tennessee, and American Bar Associations. He is also a member of the Tennessee Association for Justice on which he has served on the Board of Governors, the American Association for Justice, and the American Board of Trial Advocates. He is Master of the Bench Emeritus of the Hamilton Burnett American Inn of Court. He was selected by his peers to be included in the Best Lawyers in America, a Mid-South Super Lawyer, and voted on as best lawyers in Knoxville in City View Magazine. He has served as speaker at seminars of the Tennessee Bar Association, Knoxville Bar Association, University of Tennessee College of Law, and the Tennessee Association for Justice on various topics dealing with trial practice issues. He served as the Municipal Court Judge for the town of Farragut, Tennessee, from 1999-2005. He is a member of Concord United Methodist Church. He served as President and long-time Board member of the Knoxville Sports Hall of Fame benefitting Boys & Girls Clubs

of the Tennessee Valley. He is married to the former Betsy Minnis. His son, Adam, is a partner in the firm of Pryor, Priest, Harber, Floyd & Coffey and his daughter is an acute care nurse practitioner at a cardiology practice. Tim is in his 18th year serving at the Vol Network Color Analyst for radio broadcasts of University of Tennessee football games. He was a member of the Tennessee football team from 1968-70. Those teams won an SEC championship and a Sugar Bowl championship. He was also captain of the 1970 football team.

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NOVEMBER 3, 2016

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“I liked the scenario session. It was thought provoking.”

“Thanks for the opportunity—well done and appreciated.”

“Great presentations.
Very informative.”

“Excellent training!”

“Loved the hypotheticals.
Very practical.”

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AGENDA: THURSDAY

NOVEMBER 3, 2016

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 EDWARD G. PHILLIPS Discussion of the latest Supreme Court, Sixth Circuit, and Tennessee appellate decisions impacting employers on key issues, DOL guidance on FLSA regulations, statistical evidence in FLSA class actions, accrual of constructive discharge claims, attorney fee claims against EEOC, discrimination based on race, gender, age, national origin, disability, retaliation, FMLA, interference and retaliation, and many more.
10:00-11:00	BREAKOUT SESSION 1: IMMIGRATION UPDATE KATE TUCKER A discussion of various immigration-related updates including changes to the Tennessee Lawful Employment Act, extension of Optional Practical Training, the Department of Labor's more active role in immigration-related audits, increased penalties in I-9 audits, and tips for avoiding national origin discrimination claims against job applicants and new hires.
10:00-11:00	BREAKOUT SESSION 2: DUMMIES FOR ETHICS 5.0 JOHN C. BURGIN JR. Learn, yet again, from the mistakes and quasi-criminal misconduct by other attorneys. A somewhat painless survey of ethical (or worse) problems that attorneys have created for themselves over the last year with their mouth (or computer), a discussion of the ethical concerns posed by social media and online professional endorsements (including one firm which celebrated a "win" in court on Twitter only to lose the client), the married lawyers who tried to extort adultery settlements, and an update on the attorneys who extorted civil settlements from "connoisseurs" of computer porn. We will also discuss recent national and Tennessee ethical rulings.
11:00-11:15	MORNING BREAK
11:15-12:00	FMLA NUTS & BOLTS BETSY J. BECK The Family and Medical Leave Act ("FMLA") regulations are technical and provide a good roadmap for strict compliance with the FMLA. Not only that, but the Department of Labor provides model notices for all of the required FMLA notices! How is it that employers continue to face FMLA claims? In this session, we will touch on the basic FMLA responsibilities and focus on the places where employers hit a roadblock, focusing on case law developed as a result of those roadblocks.



JOHN E. WINTERS



EDWARD G. PHILLIPS



KATE E. TUCKER



JOHN C. BURGIN JR.



BETSY J. BECK

12:00-1:30

LUNCHEON FEATURING SPEAKER TIM PRIEST

1:30-2:30

A STRUCTURED PROCESS FOR IMPROVING EMPLOYEE SELECTION

EDWARD G. PHILLIPS, BRANDON L. MORROW

Selecting the best employees is crucial to the success of any business, big or small. Ready yourself by reviewing critical practices so that you can select the best employees within the bounds of the law. This session offers practical advice for formulating a hiring plan, implementing proper screening procedures, conducting interviews, and ultimately making hiring decisions.

2:30-3:30

HEY, THAT'S NO WAY TO SAY GOODBYE: THE END OF THE EMPLOYMENT RELATIONSHIP

STEVEN E. KRAMER, BRYCE E. FITZGERALD

Terminating the employment relationship is difficult for everyone involved including supervisors, managers, and the terminated employee. Handling the termination properly on the front end can make all the difference in the world. In this workshop, we will address current legal issues that make this process more complicated every day and will present practical steps to minimize litigation risks.

3:30-3:45

AFTERNOON BREAK

3:45-4:45

ANALYZING EMPLOYMENT LAW'S PITFALLS

MODERATOR: JOHN E. WINTERS

PANELISTS: BETSY J. BECK, ROBERT L. BOWMAN, AND JOHN C. BURGIN JR.

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 all aspects of employment law and provide best practices recommendations for how to deal with the many employment law pitfalls.

4:45

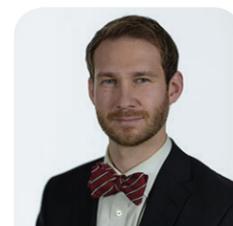
CLOSING



BRANDON L. MORROW



STEVEN E. KRAMER



BRYCE E. FITZGERALD



ROBERT L. BOWMAN