

# ABOUT YOUR GUEST SPEAKER



**Kathy Metts** is President & Principal Owner of Impact Associates, Inc. She is an executive consultant with 25 years of experience in strategic communication, marketing, team building, and events. She plans and executes high-consequence meetings and events for U.S. officials, international dignitaries, and professional and technical groups. She is a graduate of The Protocol School in Washington, D.C., which is associated with the Washington Diplomatic Community for the School for Attaché Training, Defense Intelligence College in Washington. She received a B.S. in English and Journalism from Mississippi University for Women. She is accredited by the Public Relations Society of America (APR) and holds Global Certification in Meeting Management (CMM) by Meeting Professionals International. Kathy received the Hammer Award from

Vice President Al Gore for excellence in reinventing government, and she has won national and regional communications awards. She conceived and edited *WaterWorks*, an award-winning book about the cleanup and protection of American waterways. Ms. Metts has served in leadership roles for non-profit organizations in healthcare, tourism, and the arts. She is a member of the Rotary Club of Knoxville. Kathy is a leading resource in protocol, cross-cultural communications and business etiquette. She has helped countless leaders and aspiring professionals around the world to learn to be more confident and courteous in business and social situations. In her luncheon program, she will show you how to identify and avoid common etiquette pitfalls, gain a competitive advantage, and polish your personal brand and build stronger rapport with your business contacts.

## 2010 EMPLOYMENT LAW CONFERENCE REGISTRATION CARD

YES! Please register me for the 2010 Employment Law Conference.

I want to learn the latest and most important information in the complex field of employment law.

- Space is limited to the first 125 respondents
- \$125 per person (Includes Seminar, Seminar materials, and Lunch)
- There is a \$25 discount for clients of Kramer Rayson LLP
- Direct any inquiries to the attention of Linda Crisp, [lcrisp@kramer-rayson.com](mailto:lcrisp@kramer-rayson.com)

*Please make check payable to Kramer Rayson LLP, Mail payment to: P.O. Box 629 Knoxville, TN 37901-0629*

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Firm / Company: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

E-mail: \_\_\_\_\_

The use of the HRCI Approved for Credit seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

# KRAMER RAYSON LLP

ATTORNEYS AT LAW

## 2010 Seventh Annual Employment Law Conference

### Comments from the 2009 Conference:

“All of it is extraordinary, as always.”

“Always excellent. Like a fine vintage that only improves with age.”

“All the topics were made interesting by the speaker. It was clear each one was very knowledgeable in their field.”

*Featured Guest Speaker*



Kathy Metts

*President & Principal Owner of  
Impact Associates, Inc.*

**October 7, 2010 • Club LeConte**  
**800 South Gay St., 27th Floor**  
**Knoxville, Tennessee 37929**

**Continuing Legal Education and  
HR Recertification Credit Applications Pending**

**AN ENDURING LEGACY**  
  
**OVER 60 YEARS OF SERVICE**

# AGENDA: THURSDAY

# OCTOBER 7, 2010

7:30 to 8:50	Registration and Continental Breakfast		12:00 to 1:30	<b>Kathy Metts</b> <b>Impact Associates</b>	<b>Lunch Speaker</b> <b>Business Etiquette for the High Impact Professional</b>
8:50 to 9:00	Edward G. Phillips	Welcoming Remarks			
9:00 to 10:00	Edward G. Phillips	<b>Employment Law Update</b> Annual update of Supreme Court and significant federal and Tennessee appellate decisions with special emphasis on implications for employers in key areas, including discrimination based on race, gender, age, disability, harassment, retaliation, the FMLA, arbitration of employment disputes, employer investigations, the statutes of limitations in disparate impact cases, and many more.	1:30 to 2:30	Charles E. Young Jr.	<b>Cubicle Confidential – Employee Privacy in the Workplace</b> What are an employee’s reasonable expectations of privacy at work? How can employers best manage those expectations? The answers may surprise you — the technology involved is important, but so are the inevitable human factors. Get the latest case law developments in this rapidly changing area.
10:00 to 11:00	Robert L. Bowman	<b>The Wage and Hour Investigators are Coming: Be Prepared</b> Newly enacted regulatory strategies by the federal government are targeting business owners and their employees, leading to increased federal enforcement actions and collective action lawsuits. The Department of Labor has also recently hired three hundred new investigators — is your business ready for them? Learn how to comply and make sense of the recently-announced “Plan/Prevent/Protect” regulatory enforcement initiatives by the United States Department of Labor.	2:30 to 3:30	Betsy J. Beck	<b>Promises, Promises...Litigation</b> How can simple offer letters, answering questions about benefits, etc. land an employer in hot water? Sometimes fairly easily, as we'll discuss in this topic. You will hear examples of how an employer's communications can create promises it never intended to make with costly results. Before you get caught making “promises, promises,” learn how contract law, promissory estoppel, intentional or negligent misrepresentations, and ERISA impact what you should and should not say to a current or prospective employee. Learn where the dangers lie and how to avoid them.
11:00 to 11:15	Morning Break		3:30 to 3:45	Afternoon Break	
11:15 to 12:00	Breakout Session 1 John C. Burgin Jr.	<b>Update on Government Contractor Employment Issues</b> Congress has amended the False Claims Act retaliation provision (twice in the last two years), it has enacted several new retaliation statutes and there are new members of the DOL Administrative Review Board. This breakout session will focus on the latest legislative, judicial and administrative employment law developments that primarily affect government contractors.	3:45 to 4:30	John E. Winters Moderator	<b>Solving the Employee Leave Puzzle: Once Step at a Time</b> Every employer faces requests for medical leave from time to time. Is the answer to your employee leave dilemma found in the ADA and its amendments, the newly revised FMLA regulations, the expanded Tennessee Parental Leave Act, the Tennessee Workers’ Compensation Act, or some other law? What rights do you the employer have when an employee requests some type of leave? Our panel of experts will discuss practical strategies for addressing workplace medical leave issues. We will walk through examples of common (and uncommon) situations, discuss the applicable laws, and suggest approaches to managing medical leaves while minimizing risk.
	Breakout Session 2 Kate E. Tucker	<b>Be Prepared for when the Government Comes Knocking: I-9 and Other Immigration-Related Audits</b> In the last year, the federal government has increased funding designated for certain immigration-related enforcement programs, focusing on compliance with I-9 regulations, the employment of illegal immigrants, and the H-1B Program. This breakout session will provide you with the tools necessary if you are the target of an audit. And in light of the current political climate, we will discuss the latest status of immigration reform.			