

# PHELPS DUNBAR LLP

## 39th Annual Mississippi Labor & Employment Law Conference



**Deal Me In: Phelps Dunbar Ups the  
Ante on Labor and Employment Law**

**August 4-5, 2016**  
**Beau Rivage Resort & Casino | Biloxi, MS**



## 39th Annual Mississippi Labor & Employment Law Conference Deal Me In: Phelps Dunbar Ups the Ante on Labor and Employment Law

Dear Clients and Friends,

Phelps Dunbar is pleased to invite you to our 39th Annual Mississippi Labor & Employment Law Conference on August 4-5 at the Beau Rivage Resort & Casino in Biloxi, Mississippi. Each year, we strive to offer you the educational experience you've come to expect from Phelps Dunbar's Labor and Employment Law group, and you will hit the jackpot at this year's seminar – "Deal Me In: Phelps Dunbar Ups the Ante on Labor and Employment Law."



As employee protections under state and federal law continue to develop at an ever-increasing rate, Phelps Dunbar is showing its cards on pre-emptive measures employers can take to protect themselves. From updating company handbooks to managing "bet-the-company" litigation, this year's conference will focus on employers' ability to effectively manage risks associated with their employment decisions.

As an added feature to this year's conference, we have developed a mobile event app. This app will allow us to better engage, share information and communicate in real time with you. Please carefully read through the registration packet detailing the program agenda along with other important information. Should you have any questions, please contact the Phelps Dunbar attorney with whom you work or Leslie Hill. We look forward to having you join us in Biloxi.

Sincerely,

W. THOMAS SILER, JR.  
Practice Coordinator,  
Labor and Employment Law

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### Need to Know Information

- We are returning to the luxurious Beau Rivage and, for your convenience, we have reserved a block of hotel rooms at a rate of \$115.00 per night for Wednesday, August 3 and Thursday, August 4. To make reservations, call 1-888-567-6667 and mention the "Phelps Dunbar Mississippi Employment Law Conference." In order to receive the discounted rate, **reservations must be made by Wednesday, July 13.**
- Please RSVP each individual for the conference online at <http://tinyurl.com/h8y24ap>.
- Send payment and completed registration form directly to Leslie Hill (see contact information on the registration form).
- In order to make the necessary arrangements, the deadline to register is **Friday, July 22.**



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**THURSDAY, AUGUST 4**  
2016 AGENDA

**8:00** **REGISTRATION AND CONTINENTAL BREAKFAST**

**8:30** **WELCOME AND INTRODUCTION**  
*Tommy Siler and Jason Marsh*

**8:45** **THIS IS NOT A BLUFF: HOW THE DOL'S NEW FLSA OVERTIME EXEMPTIONS CHANGE THE GAME FOR EMPLOYERS**  
*Gary Friedman*

**9:15** **YOUR ACE IN THE HOLE: NEW GUIDANCE ON FMLA AND ADA LEAVE ISSUES**  
*Trey Clark*

**9:45** **REFRESHMENT BREAK**

**10:00** **ALL BETS ARE OFF: A MOCK ORAL ARGUMENT OVER THE POTENTIAL EXPANSION OF MISSISSIPPI'S AT-WILL EMPLOYMENT DOCTRINE**  
*Todd Butler and Mark Halbert*

**11:00** **THE TOXIC EMPLOYEE: A LOSING BET OR WORTH A GAMBLE?**  
*Mark Fijman*

**12:00** **A FULL HOUSE LUNCH**

**1:15** **READING THE TELLS: STRATEGIES FOR EFFECTIVE INTERNAL INVESTIGATIONS**  
*Brett Harvey, Title IX Director for Mississippi State University*

<b>2:00</b>	<b>Workshops:</b>	<b>A.) PLAY IT SAFE:</b>	<b>B.) DON'T ROLL THE</b>	<b>C.) THE HOUSE WINS EVERY</b>
	<b>1st Session</b>	<b>COMPLYING WITH</b>	<b>DICE: OFCCP</b>	<b>TIME: WHAT THE NLRB'S NEW</b>
		<b>LITIGATION HOLDS</b>	<b>COMPLIANCE IN 2016</b>	<b>QUICKIE ELECTION AND</b>
		<b>AND ELECTRONIC</b>	<i>Martin Edwards</i>	<b>PERSUADER RULES MEAN</b>
		<b>DISCOVERY RULES</b>		<b>FOR EMPLOYERS</b>
		<i>Trey Clark</i>		<i>Tommy Siler</i>

**3:00** **REFRESHMENT BREAK**

**QUESTIONS REGARDING EVENT**

Leslie Hill, Program Coordinator | 4270 I-55 North | Jackson, MS 39211-6391  
(601) 360-9723 direct | (601) 360-9777 fax | [leslie.hill@phelps.com](mailto:leslie.hill@phelps.com)



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**3:15**

**Workshops:  
2nd Session**

**A.) HEDGE YOUR BET:  
AN UPDATE IN THE  
AREA OF LGBT LAW**

*Todd Butler  
and Nick Morisani*

**B.) THE FEDERAL GOVERN-  
MENT RAISES THE STAKES ON  
EMPLOYEE THEFT OF TRADE  
SECRETS WITH "THE DEFEND  
TRADE SECRETS ACT OF  
2016"**

*Mark Fijman*

**C.) UPPING THE  
ANTE: AN UPDATE ON  
EMPLOYEE BENEFIT  
TRENDS**

*Seale Pylate*

**4:15**

**FEELING LUCKY? TEST YOUR KNOWLEDGE OF EMPLOYMENT LAW 101**

*Jason Marsh*

**5:15**

**RECEPTION**

**FRIDAY, AUGUST 5**

**8:00**

**CONTINENTAL BREAKFAST**

**8:30**

**DOUBLE DOWN: PROTECTING YOUR WORKPLACE AGAINST VIOLENCE**

*Jeffrey Franks, Retired FBI Special Agent and Crisis Management Coordinator*

**9:30**

**ONLINE GAMBLING: USING AN EMPLOYEE'S SOCIAL MEDIA PRESENCE WHEN  
MAKING HR DECISIONS**

*LaToya Merritt*

**10:30**

**REFRESHMENT BREAK**

**10:45**

**GOING ALL IN: A DISCUSSION OF THE 2016 POLITICAL CLIMATE**

*Honorable Delbert Hosemann, Mississippi Secretary of State*

**11:45**

**DOOR PRIZES AND WRAP-UP**

*Tommy Siler*

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**INSTRUCTIONS TO DOWNLOAD THE PHELPS DUNBAR EVENT APP**  
**WITH EITHER AN IPHONE OR AN ANDROID**

**IPHONE SET-UP INSTRUCTIONS:**

1. Go to your App Store
2. Type 'Phelps Dunbar' in the search field and select 'search'
3. The Phelps Dunbar Events application should appear – look for the Phelps Dunbar logo
4. Select 'Get' to download the application
5. Select 'Install' to prompt the download to start
6. You will see the app beginning to download on your phone, it may take a few minutes depending on what type of connectivity you have
7. Select 'Open' to open the app and begin set-up
  - a. You will see a message to regarding 'Push Notifications' – hit OK to allow notifications. We will be sending any updates of the events through the push notifications.
8. Click on the 'Mississippi Labor & Employment Law Conference' event
9. Click 'JOIN'
  - a. You will be prompted to create a profile or to Login - Creating a profile is necessary to join the event you can put as little information as just your name.
10. Enter your email address and a password of your choice
11. Continue creating your profile by entering your name, title, company, etc.
  - a. For phone, enter your cell phone number you will be using during the conference
  - b. You don't have to enter the website information or link your bio, unless you want to.
12. IMPORTANT: Once you create your profile, you must go back to the 'Events' page and 'JOIN' the event
  - a. You can navigate around the app and get back to the 'Events' page by clicking on the three horizontal lines in the upper right left corner of your screen.

**ANDROID SET-UP INSTRUCTIONS:**

1. Go to your Google Play Store
2. Type 'Phelps Dunbar' in the search field and select 'search'
3. The Phelps Dunbar Events application should appear – look for the Phelps Dunbar logo
4. Select 'Install' to download the application
5. You will see the app beginning to download on your phone, it may take a few minutes depending on what type of connectivity you have
6. Select 'Open' to open the app and begin set-up
  - a. If your phone allows you to receive 'Push Notifications' then please allow this app to do so. We will be sending any updates of the events through the push notifications.
7. Click on the 'Mississippi Labor & Employment Law Conference' event
8. Click 'JOIN'
  - a. You will be prompted to create a profile or to Login - Creating a profile is necessary to join the event you can put as little information as like.
9. Enter your email address and a password of your choice
10. Continue creating your profile by entering your name, title, company, etc.
  - a. For phone, enter your cell phone number you will be using during conference.
  - b. You don't have to enter the website information or link your bio, unless you want to.
11. Click the check mark in the top right corner.
12. IMPORTANT: click Join at the bottom to join the Mississippi Labor & Employment Law Conference event
  - a. You can navigate in the app for this event by swiping right and left.

**QUESTIONS REGARDING EVENT**

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## HOW TO REGISTER

1. Register each individual online at <http://tinyurl.com/h8y24ap>
2. Send this form with payment (check or credit card information) to Leslie Hill for the total registration fees.
3. Phelps Dunbar will send you a receipt after payment is received.
4. Please call or email Leslie Hill if you have any further questions.

### Thursday & Friday

\$400 first registrant, \$350 each additional registrant

### Thursday Only

\$300 first registrant, \$250 each additional registrant

### Friday Only

\$150 first registrant, \$125 each additional registrant

### ATTENDEES:

Company or Organization: \_\_\_\_\_

Name of participant: \_\_\_\_\_

Name of participant: \_\_\_\_\_

Name of participant: \_\_\_\_\_

Name of participant: \_\_\_\_\_

Name of participant: \_\_\_\_\_

### COSTS:

### WORKSHOPS: THURSDAY (PLEASE INDICATE WHICH WORKSHOP YOU WOULD LIKE TO ATTEND)

2:00 - 3:00 pm:

- ☐ A. Play it Safe: Complying With Litigation Holds and Electronic Discovery Rules
- ☐ B. Don't Roll the Dice: OFCCP Compliance in 2016
- ☐ C. The House Wins Every Time: What the NLRB's New Quickie Election and Persuader Rules Mean for Employers

3:15 - 4:15 pm:

- ☐ A. Hedge Your Bet: An Update in the Area of LGBT Law
- ☐ B. The Federal Government Raises the Stakes on Employee Theft of Trade Secrets with "The Defend Trade Secrets Act of 2016"
- ☐ C. Upping the Ante: An Update on Employee Benefit Trends

### CREDIT CARD INFORMATION:

Name on Card: \_\_\_\_\_

Card #: \_\_\_\_\_ Exp. Date: \_\_\_\_\_

Type: (circle) MasterCard Visa American Express Other

Authorized Signature: \_\_\_\_\_

### QUESTIONS REGARDING EVENT

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