

Approved by SHRM for 5.75 PDCs and
HRCI for 6 Recertification Credit Hours (General)

REGISTRATION FORM

There is a \$50 registration fee per person
and includes a continental breakfast, plated lunch and valet parking.

Chicken Rosemary Grilled Salmon Vegetable Mediterranean Couscous

Registration is by mail or online at henlaw.com

Contact Gail Lamarche at 239.344.1186 or gail.lamarche@henlaw.com if you have any questions.

Due to limited seating, please RSVP by March 6

Name _____

Title _____

Company _____

Address _____

City _____ State _____ Zip _____

Phone _____

E-mail _____

Credit Card # _____

(Visa, MasterCard or American Express only)

CSV Code _____ Expiration Date _____

If paying by check please make your check payable to **Henderson, Franklin, Starnes & Holt, P.A.**
and mail it along with your completed registration form to:

Gail Lamarche, Director of Marketing
Henderson, Franklin, Starnes & Holt, P.A.
P.O. Box 280
Fort Myers, FL 33902-0280

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Henderson Franklin offers Southwest Florida business owners,
executives, and human resource professionals a source to stay
current on employment law-related news and updates.

Find out more at Southwest Florida's first employment law blog:

swfemploymentlawblog.com

Henderson, Franklin, Starnes & Holt, P.A. is one of the largest law firms between Tampa and Miami. A full-service firm, Henderson Franklin has more than 50 attorneys practicing in the areas of business and tax planning, estate planning, family law, commercial and civil litigation, workers' compensation, employment law, land use and environmental law, and real estate.

One of the state's oldest firms, Henderson Franklin was founded in Fort Myers in 1924 and currently operates offices in Fort Myers, Bonita Springs, Sanibel Island and Naples (by appointment only).

For more information, please visit our website www.henlaw.com.

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Directions

Sanibel Harbour Marriott Resort & Spa
17260 Harbour Point Drive, Fort Myers, FL 33908
Telephone: 239.466.4000

From Points North of Fort Myers – I-75 South

- Take Exit 131, Daniels Parkway, end of ramp turn right heading west on Daniels Parkway
- At lights, turn left on South Tamiami Trail (Route 41-S)
- At lights, turn right on Gladiolus Drive
- Merge left via ramp on Summerlin Road (CR 869) and continue to follow straight when road merges into McGregor Boulevard
- Take right onto Punta Rassa Road
- Take slight right onto Harbour Point Drive at sign for Sanibel Harbour Marriott
- Check in at guard gate and follow signs to main building

From Points South of Fort Myers – I-75 North

- Take Exit 128, San Carlos Park, Alico Road, end of ramp, turn left on Alico heading west
- At lights, turn right on South Tamiami Trail (Route 41-N)
- At lights, turn left onto Gladiolus Drive
- Merge left via ramp on Summerlin Road (County Road 869) and continue to follow straight when road merges into McGregor Boulevard
- Take right onto Punta Rassa Road
- Take slight right onto Harbour Point Drive at sign for Sanibel Harbour Marriott
- Check in at guard gate and follow signs to main building

Lykes Insurance, Inc. is a full service insurance agency offering all lines of insurance products and risk services that include workers' compensation claims management and loss control consulting. Lykes Insurance was established in 1925 and currently operates offices in Fort Myers, Miami, Tampa and Winter Park, Florida. Lykes' dedicated and experienced employees are market and client-oriented, resulting in a partnership with their clients to assist them in the management of their total cost of risk. For more information, please visit their website at www.lykesinsurance.com.

Gravity Benefits is leading the charge in a new era of benefits consulting. Solely focused in the employee benefits industry, Gravity is constantly making improvements to process, delivery, and systems to provide world class advice and support to their national clientele. For more information, visit their website at www.gravitybenefits.com.

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25th Annual HR Law & Solutions 2017

Friday, March 10

Sanibel Harbour Marriott Resort & Spa
Fort Myers, Florida

Complimentary Valet Parking

Presented by



Lunch Sponsor



25th Anniversary Cocktail Hour Sponsor



In association with



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25th Annual HR Law & Solutions Seminar

AGENDA

7:15 a.m.	Registration and Continental Breakfast
8:15 a.m.	Opening Remarks John F. Potanovic, Esq.
8:30 a.m.	Legislative and Case Law Update Robert C. Shearman, Esq. and Vicki L. Sproat, Esq.
9:45 a.m.	Networking Break
10:00 a.m.	The ADA – 25 Years Later John F. Potanovic, Esq.
11:00 a.m.	Networking Break
11:15 a.m.	How to Avoid Costly Litigation in Workers' Compensation David H. Roos, Esq., Michael E. McCabe, Esq., Tania N. Ogden, Esq.
12:15 p.m.	Lunch (Everglades Ballroom) Sponsored by Lykes Insurance
1:30 p.m.	2017 Hall of Fame Induction
1:45 p.m.	New Year, New Administration: What Does 2017 Hold for Employers? Panel discussion moderated by Suzanne M. Boy, Esq. with panelists Robert E. Weisberg, Esq., Regional Attorney for U.S. Equal Employment Opportunity Commission and Benjamin Yormak, Esq.
2:45 p.m.	Networking Break
3:00 p.m.	The Co-Workers' Challenge Guest Speaker Scotty Gunther
4:30 p.m.	Concluding Remarks and Grand Prize Raffle Drawing

Please join us for a cocktail hour from 4:30 to 5:30 sponsored by Gravity Benefits, to celebrate our 25th Anniversary!

PROGRAM

Legislative and Case Law Update

Robert C. Shearman, Esq. and Vicki L. Sproat, Esq.

Bob and Vicki will provide an interactive update on notable court decisions, including cases addressing contentious employment policies and other noteworthy employee claims. Attendees will learn practical advice and tips for businesses to reach their goal of a compliant workplace under current laws and regulations.

The ADA – 25 Years Later

John F. Potanovic, Esq.

On March 5, 1992, Henderson Franklin sponsored its first "Employer's Update," where John spoke to a small gathering at the Royal Palm Yacht Club about a brand new law – the Americans with Disabilities Act (ADA). Much has evolved since then. 25 years later, the Henderson Franklin seminar is called "HR Law and Solutions" and has 300+ attendees each year; the Royal Palm Yacht Club is a Pinchers Crab Shack; and John no longer has need for a blow-dryer. In this session, John will discuss the more difficult issues confronting employers attempting to steer clear of ADA problems, and he will share best practices to assist in dealing with these challenging issues.

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How to Avoid Costly Litigation in Workers' Compensation

David Roos, Esq., Michael McCabe, Esq. and Tania Ogden, Esq.

Henderson Franklin's Workers' Compensation Defense Attorneys will share strategic tips employers can implement to help avoid costly litigation. They will discuss best practices with regard to policies that should be in place before the injury, how to manage and set employees' expectations when an injury occurs, employer do's and don'ts, as well as return to work policies. David, Michael and Tania will also share the importance of communication between the employer, insurance company and defense attorney(s) to try and achieve the best outcome possible for the employer.

New Year, New Administration: What Does 2017 Hold for Employers?

Panel discussion moderated by Suzanne M. Boy, Esq., with panelists Robert E. Weisberg, Esq., Regional Attorney for U.S. Equal Employment Opportunity Commission (Miami) and Benjamin Yormak, Esq.

There is little doubt in employer and HR circles that the ever-evolving nature of employment law can make management and prevention of problems difficult for even the most experienced leaders.

Henderson Franklin Speakers



John Potanovic

John F. Potanovic Jr.

John is Florida Bar Board Certified in Labor & Employment Law and serves as Chair of the Employment Law Practice Group. He represents employers in discrimination, retaliation, and harassment lawsuits, and also handles EEOC investigations and wage and hour matters.



Suzanne Boy

Suzanne M. Boy

Suzanne concentrates her practice in employment law, and handles all aspects of employment-related litigation, claims, and client counseling. She regularly assists her clients with employee handbooks; supervisory training; and employee termination, leave, and disciplinary issues.



Michael McCabe

Michael E. McCabe

Michael focuses his practice in the defense of workers' compensation claims and handles numerous workers' compensation appeals. He also represents businesses, contractors, and individuals who have received Stop Work Orders from the Department of Financial Services, Division of Workers' Compensation's Bureau of Compliance.



Tania Ogden

Tania N. Ogden

Tania represents insurance carriers, third party administrators and employers in the defense of worker's compensation claims. She is



David Roos

certified as a Circuit Civil Mediator and assists parties to reach an amicable resolution avoiding costly litigation.

David H. Roos

David serves as Chair of the firm's Workers' Compensation division. He represents insurance carriers, third party administrators, and employers in the defense of workers' compensation claims. He serves as Chairman of the Workers' Compensation Section of the Florida Defense Lawyers Association (FDLA).



Robert Shearman

Robert C. Shearman

Bob is Florida Bar Board Certified in Civil Trial Law and concentrates his practice in the defense of tort, civil rights, employment and real estate claims. He is also a Florida Supreme Court Certified Civil Mediator. Bob represents numerous public and private entities with respect to constitutional claims, wrongful termination, discrimination, and harassment matters.



Vicki Sproat

Vicki L. Sproat

Vicki is dual Florida Bar Board Certified in Civil Trial Law and in Labor & Employment Law. She concentrates her practice in employment law, where she provides counsel to and litigates cases for employers. Vicki also handles general business litigation matters.

After a 2016 that saw the Department of Labor roll out its huge new overtime changes mid-year, only to have implementation halted just weeks prior to the effective date, this has probably never been more true for 2017, when there is significant uncertainty surrounding what the new Administration will mean for employment laws. In this session, attendees will have a unique look into what experts from all sides of the employment law world believe is on deck for 2017, including: potential changes to minimum wage and overtime laws, paid sick/maternity leave; the status of sexual orientation/gender identity protections; and, the ever-changing NLRB rulings. The panelists will also share their best tips to help employers stay in compliance and reduce exposure to the many employment claims prevalent today.

The Co-Workers' Challenge

Guest Speaker Scotty Gunther

The Co-Workers' Challenge is a quick paced, unique program that combines humor, motivational speaking, and leadership training. This session promotes teamwork, communication, and stress relief for HR professionals and other leaders through laughter. The Co-Workers' Challenge provides participants various tools, strategies and tactics they can use to help facilitate better communication, forge stronger working relationships among co-workers, and diffuse difficult or stressful situations more effectively.

Guest Panelists



Benjamin Yormak

Benjamin H. Yormak, Esq. Yormak Employment & Disability Law

Benjamin Yormak is a Board Certified Expert in Labor & Employment Law and only represents employees. He is also a frequent lecturer on a variety of labor and employment law topics. Mr. Yormak devotes a significant part of his practice on whistleblower cases and cases involving fraud against the government. He was named by *Super Lawyers Magazine* as a Rising Star in 2016 and has won the Avvo Client Choice Award from 2012-2016.



Robert Weisberg

Robert E. Weisberg, Esq. Regional Attorney
U.S. Equal Employment Opportunity Commission
U.S. EEOC Miami District Office

Robert Weisberg has served as the Regional Attorney for the Miami District Office of the U.S. Equal Employment Opportunity Commission since September 27, 2010. Prior to joining the EEOC, he maintained his own law practice in Miami. His practice areas emphasized representation of plaintiffs and other aggrieved individuals in civil rights cases, including employment discrimination and other employment-related issues. While in private practice, Mr. Weisberg was repeatedly recognized in *Best Lawyers of America* in the category of individual employment rights, has served as a consultant for lawyers and legal aid organizations and has lectured to lawyers and other professionals in the area of civil rights and employment law. He has been Board Certified by the Florida Bar in the area of Employment and Labor Law since 2001.

Guest Speaker



Scotty Gunther

Scotty Gunther

Scotty Says Inc.

Scotty Gunther's 25-year overnight success story is an ongoing journey. Born in Michigan, Scotty is a humorist, comedian, author, speaker, and award-winning syndicated radio host. His unique combination of original voice, ability to connect, improvisation, innovation, and an authentic view on business, relationships and life has captured the attention of audiences throughout the U.S. and Canada.

On the radio, Scotty Gunther is hilarious yet insightful. He can be heard on his "Funny Feelings" with Scotty Gunther Podcast featured on iHeartRadio with over 34 million registered listeners! He has written six books, and his viewpoint has been featured in national self-help magazines and newspapers throughout the US.

On stage, Scotty has performed at more than 2,000 colleges, corporations, comedy clubs, conferences, and private shows. He was named the top emcee in North America for 2008, 2009, 2010, and 2011.

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