



**Littler**

## employment intelligence

### CAROLINAS REGIONAL EMPLOYER | CHARLOTTE, NC | September 18, 2025

8:00 a.m. – 9:00 a.m.

#### Registration and Breakfast

9:00 a.m. – 10:00 a.m.

#### Session 1 | Employment Law Update

We'll start the day off right with everyone's favorite Employment Law Update. In this fast-paced, entertaining session, we will recap the weird, wild and wonderful cases from the last year in the Carolinas and across the country. Kellie and Jasmine return to guide you through the maze of new developments and upgrade your employment intelligence for the challenges ahead.

##### Speakers:

[Kellie Tabor](#), [Jasmine R. Little](#)

10:00 a.m. – 10:15 a.m.

#### Break

10:15 a.m. – 11:15 a.m.

#### Session 2 | Big Retirement Plan Changes Are Here and More Are Coming – Are You Ready?

In this fast-paced, interactive session, our attendees will work together to explore and answer questions about the new changes employers are able to make to their retirement plans – the biggest changes they have been able to make in years. Through this friendly, competitive and entertaining session, attendees will learn about legal changes that will affect virtually every retirement plan in the United States. We will explore such novel concepts as the ability of employers to make plan contributions in exchange for student loan payments, new tax-favored, in-service withdrawals for employees encountering a diverse range of hardships, and new ways for older employees to boost retirement savings. Attendees will learn that many plan enhancements can be implemented now. Join us and explore the new opportunities employers have to provide plan enhancements that will unquestionably be welcomed by employees.

##### Speakers:

[J. René Toadvine](#), [Steve Friedman](#)

**11:15 a.m. – 11:30 a.m.**

## **Break**

**11:30 a.m. – 12:30 p.m.**

### **Session 3 | Pull up a Chair! Let's Talk Leaves and Accommodations**

Join us for an open forum to talk about some of your most pressing leave and accommodation issues (under FMLA, PWFA, ADA and more). Our panelists will frame the discussion around some challenging hypothetical situations employers are facing with increasing frequency, and registrants can submit questions and issues ahead of time for consideration as part of the program. This interactive discussion will focus on the specific laws and regulations governing these issues and challenges, some strategic solutions for each, the associated risks of the approaches and other practical considerations. There will be open discussion time for input from attendees to address what has (and has not) worked well; to ask questions about approaches and ideas they are considering; and to pressure test some of their strategies in a room full of practitioners who dedicate significant parts of their day to these issues. This presentation is perfect for those who want to come and be actively involved in the discussion, but also for those who may prefer instead to observe and listen to what other employers and the Littler leave and accommodations team are advising and doing in this ever-evolving area of the law."

#### **Speakers:**

[Kevin Cleys](#), [Kelly Walker](#)

**12:30 p.m. – 12:45 p.m.**

## **Break**

**12:45 p.m. – 2:00 p.m.**

### **Lunch Session 4 | The Room Where It Happens: Helping the C-Suite Avoid a Wage and Hour Calamity**

We will take you inside the C-suite, where executives seeking to advance their enterprise's strategic objectives can unintentionally steer the organization into a wage and hour compliance trap. In this engaging presentation, we will examine what happens when leadership fails to include a human resources or employment law professional in the decision-making process – and how things might have turned out differently had they had a seat at the table. We will not only provide practical tips to help you spot wage and hour compliance issues that lurk beneath the surface of executive initiatives, but also suggest ways to ensure that your voice is heard as one that supports those initiatives as you help the enterprise steer clear of class and collective action liability.

We will explore several real-world scenarios – involving exempt classifications, nonexempt timekeeping and payroll practices, incentive compensation and more – as we identify opportunities for HR and legal professionals to contribute to their organization's success by proactively incorporating a compliance mindset into strategic planning at the highest levels. Not all superheroes wear capes! Sometimes they work in HR or the legal department. You will leave this session equipped with practical advice and guidance for implementing compliance measures that will support your executive team's strategic vision.

#### **Speakers:**

[Steve Dellinger](#), [Ben Hepner](#)

**2:00 p.m. – 2:15 p.m.**

## **Break**

2:15 p.m. – 3:15 p.m.

## Session 5 | Coming Soon!

3:15 p.m. – 3:30 p.m.

## Break

3:30 p.m. – 4:30 p.m.

## Session 6 | Unfair Competition Litigation: What You Can Do Now to Achieve Success Later

For most companies, their confidential information, goodwill, clients and employees constitute their most valuable business interests and assets. However, far too few companies devote sufficient attention and resources to the protection of these interests before a threatened departure, loss and/or misappropriation. This presentation will utilize an entertaining combination of dialogue, case studies and audience participation to explore this topic and its attendant subtopics (i.e., conducting an intellectual property protection audit; preparing for litigation against a departing employee and/or their new employer; and hiring safely from a competitor). Attendees will also receive a comprehensive overview of the specific action plan they should promptly implement and a detailed outline of issues to consider.

### Speakers:

[Katie Towery](#), [Bill Foster](#)

4:30 p.m.

## Cocktail Reception