

A LITTLE  
REGIONAL  
EMPLOYER

2022  
**NEVADA  
REGIONAL EMPLOYER  
CONFERENCE**



The Accelerating Evolution of the Workplace...We Got This!

Thursday, September 8 | Las Vegas, NV

Tuesday, September 13 | Reno, NV

**8:00 a.m. – 8:30 a.m.**

**Registration & Breakfast**

**8:30 a.m. – 8:45 a.m.**

**Welcome Announcements**

**8:45 a.m. – 10:00 a.m.**

**Legal Issues Trending in the Workplace for all the Right and Wrong Reasons**

This session will include a panel of industry professionals with experience ranging anywhere from employment law to human resources, they will address the hottest issues currently in the workplace that are keeping them up at night. The panel will discuss how their companies have handled these issues and what yours can do to achieve the same success. You will walk away from this session knowing what you're doing right, what you're doing wrong, and how you can prepare for what's coming up next.

**Speakers at September 8th Las Vegas, NV Employer:**

Moderator:

Patrick Hicks, Shareholder, Las Vegas

Speakers:

Ethan Thomas, Shareholder, Las Vegas

Brad Anthony, General Counsel, Treasure Island and Circus Circus

Hilary Barrett, Vice President Employment & Litigation, Penn Entertainment

**Speakers at September 13th Reno, NV Employer:**

Moderator:

Patrick Hicks, Shareholder, Las Vegas

Speakers:

Ethan Thomas, Shareholder, Littler, Las Vegas

Berna Rhodes-Ford, General Counsel, Nevada State College

Jessica Schoendienst, Associate General Counsel, Sierra Nevada Corporation

**10:00 a.m. – 10:15 a.m.**

**Break**

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**10:15 a.m. — 11:30 a.m.**

## Conducting Lawful Investigations in the Evolving Workplace

The need to maintain proper complaint response procedures and conduct lawful workplace investigations effectively remains a critical piece of an employer's compliance obligations. The recent full-tilt shift to virtual video conferencing provides an opportunity to expand an investigator's efficiency but also poses challenges regarding effective interviewing and information-gathering techniques in the virtual context.

Join Littler attorneys as they address strategies responsive to these recent developments. The speakers will discuss how to implement effective investigative techniques for the emerging paradigm. The conversation will focus on maintaining a foundation for effective internal workplace investigations to achieve compliance and improve organizational culture on multiple levels. Lastly, the program will address the investigator's role and practical tips and techniques for effective investigations.

### **Speakers at September 8th Las Vegas, NV Employer:**

Roger Grandgenett, Office Managing Shareholder, Las Vegas

Emil Kim, Associate, Las Vegas

### **Speakers at September 13th Reno, NV Employer:**

Karyn Taylor, Shareholder, Reno

Luke Molleck, Associate, Reno

Berna Rhodes-Ford, General Counsel, Nevada State College

**11:30 a.m. — 11:45 a.m.**

## **Break**

**11:45 a.m. — 1:00 p.m.**

## Post-Pandemic Remote Work: A Productivity Boon or a Collaboration Destroyer?

The COVID-19 pandemic has dramatically transformed the current workplace landscape with more and more companies moving to hybrid or even fully remote workforces.

This session will examine whether the conventional wisdom – that employees are more productive but less collaborative when working remotely – has proven to be true. We will explore whether another piece of conventional wisdom – that remote work is preferred by employees of certain genders or ages – still holds true after the pandemic brought about such a dramatic shift to remote work. We will also focus on various legal issues that have arisen, and are likely to arise, when managing a remote workforce.

### **Speakers:**

Ethan Thomas, Shareholder, Las Vegas

Amy Thompson, Associate, Las Vegas

**1:00 p.m. — 2:00 p.m.**

## **Lunch & Networking**

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**2:00 p.m. — 3:15 p.m.**

## **Practically Navigating Complex, Real-Life Leave and Accommodation Scenarios**

It's "Bring a Littler Lawyer to Work" Day! This program will feature vignettes involving HR professionals and, in some instances, a high-maintenance employee, posing complex leave and/or accommodation scenarios for discussion. Littler attorneys will talk through the legal and practical issues as they work toward a resolution for each situation that will enable employers to build a compliant, but also workable, response. Topics will include complex return to work and work-from-home battles, performance issues commingled with protected leaves or accommodations, leave obligations beyond FMLA, organizational changes and the impact of the FMLA/ADA on those changes, and more.

### **Speakers:**

Katy Branson, Shareholder, Las Vegas

Wendy Medura Krincek, Shareholder, Las Vegas

Kelsey Stegall, Associate, Las Vegas

**3:15 p.m. — 3:30 p.m.**

## **Break**

**3:30 p.m. — 4:45 p.m.**

## **Game Changers: Compliance and Litigation Plays to Protect your Company**

Employers are facing increasing exposure in both the number of claims brought by workers and the size of verdicts and judgments. For example, recent data suggest a 50% increase in discrimination and harassment claims, with a median cost of defense and jury verdicts increasing fivefold in the last five years. Your Littler sportscasters will discuss practical and effective strategies to avoid the top trending lawsuits and the compliance steps you can take today to protect your company. We will use real-world examples to break down, in a fun and informative way, the practical steps employers can take to carry the ball in a challenging legal landscape.

Segments will include:

- Defense wins games: How to build and maintain an employee personnel file that will support your team's employment decisions
- Homefield advantage: Drafting policies that are specific enough to act on, but open enough to provide discretion on key decisions and unique situations
- The best defense is a good offense: A playbook on how some companies have fought back against frivolous lawsuits with colorable counter-claims and document discovery discipline to win the day

### **Speakers:**

Katy Branson, Shareholder, Las Vegas

Diana Dickinson, Associate, Las Vegas

Michael Dissinger, Associate, Las Vegas

**4:45 p.m. — 5:00 p.m.**

## **Closing Remarks**