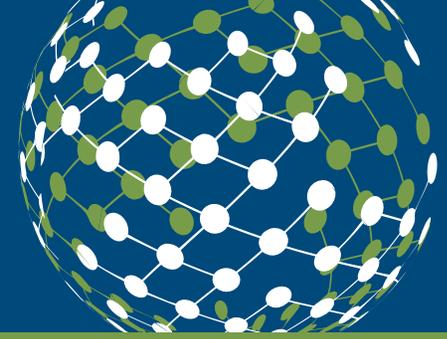


Puerto Rico Conference

2nd Annual

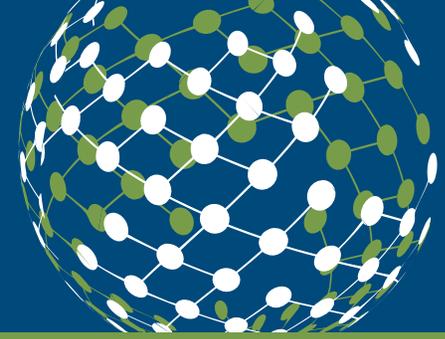


THURSDAY, August 18, 2016 | Condado Vanderbilt Hotel

TIME	TOPIC	SPEAKERS
7:45 am - 8:30 am	Registration and Continental Breakfast	
8:30 am - 8:45 am	Welcome	<p>Shiara L. Diloné-Fernández, Capital Member, Puerto Rico</p> <p>Peter Susser, Global Practice Leader, Washington, DC</p>
8:45 am - 10:15 am	<p>Conducting Lawful Investigations: The Art of the Process and New Techniques</p> <p>Conducting effective internal investigations of workplace misconduct requires not only analytical expertise and knowledge of the law, but also the ability to gather facts in an efficient and fair manner and to articulate findings objectively. Through this hands-on, interactive workshop, you will learn the art of the investigation process and new techniques for conducting a lawful and effective investigation. We will discuss best practices that work and common practices that do not. We will explore a detailed list of common pitfalls as we focus on the challenges associated with the use of social media, personal devices in the workplace and other issues facing employers today. Participants will be actively engaged in using their newly acquired investigative techniques and will have the opportunity to practice them during this session.</p>	<p>Katherine Cooper Franklin, Partner, Seattle</p> <p>Shiara L. Diloné-Fernández, Capital Member, Puerto Rico</p> <p>Ana B. Rosado-Frontanés, Member, Puerto Rico</p>
10:15 am - 11:20 am	<p>What Employers Need to Know About NLRB's Enforcement Efforts Against Non-unionized Employers</p> <p>2016 will be challenging for employers as the NLRB continues to target non-union workplaces for enforcement action. Long established policies and practices previously accepted as valid and lawful are under attack. Access to company property, employer e-mail systems, social media rules, bans on video and audio recording, arbitration agreements, and many other common HR approaches are challenged as unlawful under the National Labor Relations Act. The NLRB also considers an ever-widening set of workplace behavior and misbehavior to constitute protected activity that an employer is forbidden to prohibit or discipline. This seminar will identify the areas targeted by the NLRB and offer compliance strategies and alternatives.</p>	<p>Stefan Marculewicz, Partner, Washington, D.C.</p> <p>Vanessa I. Marzán-Hernández, Senior Counsel, Puerto Rico</p>
11:20 am - 11:35 am	Coffee Break	

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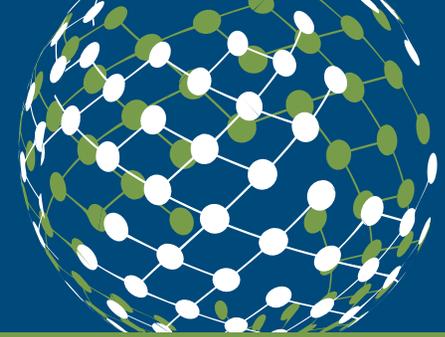


THURSDAY, August 18, 2016 | Condado Vanderbilt Hotel

TIME	TOPIC	SPEAKERS
11:35 am - 12:40 pm	<p>New FLSA Overtime Rules: Applying Them with a Puerto Rico Twist</p> <p>The U.S. Department of Labor recently announced the new "white collar overtime exemption rule," which will take effect on December 1, 2016. To comply with this new rule, employers must determine whether exempt employees should be reclassified or receive a salary adjustment, given the increase to the minimum salary level for white collar exemptions. On June 30, 2016, however, President Barack Obama signed into law the Puerto Rico Oversight, Management, and Economic Stability Act (PROMESA), which effectively delays application of the new rule for employees in Puerto Rico. What are the implications of the interplay between PROMESA and the new federal white collar overtime rule? Should employers expect changes to Regulation No. 13 and overtime exemptions under Puerto Rico's wage and hour laws? This presentation will bring clarity to these and other related thorny issues.</p>	<p>Rafael E. Aguiló-Vélez, Capital Member, Puerto Rico</p> <p>Tammy D. McCutchen, Principal, Washington, D.C.</p> <p>Elizabeth Pérez-Lleras, Capital Member, Puerto Rico</p>
12:40 pm - 2:00 pm	<p>Lunch</p>	
2:00 pm - 3:00 pm	<p>Managing the Employee from Hell: Anticipating and Responding to Challenging Real Life Workplace Scenarios</p> <p>We will explore the "Employee from Hell" and the havoc these employees inflict upon the workplace. In the current economy, it can be harder for employers to get rid of certain employees who have nowhere to go. As companies like yours demand greater efficiency and productivity, some employees who fail to keep up will raise hell and become toxic, manipulating legal protections to avoid searching for a new job. When their constant negativity damages morale and zaps company resources, how should you respond? Subjects to be examined for employers and human resource professionals:</p> <ul style="list-style-type: none"> • The warning signs of a toxic employee • Workers raising moral and religious objections to same-sex marriage and recognizing transgender employees in the workplace • Approaches to managing leaves of absences and attendance policies • Responding to disability accommodation requests: Distinguishing reasonableness vs. undue hardship • Early intervention techniques • Avoiding and responding to retaliation claims • Effective performance management and termination strategies 	<p>Margaret Parnell Hogan, Shareholder, Denver</p> <p>Mariela Rexach, Capital Member, Puerto Rico</p> <p>Anabel Rodriguez-Alonso, Capital Member, Puerto Rico</p>

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THURSDAY, August 18, 2016 | Condado Vanderbilt Hotel

TIME	TOPIC	SPEAKERS
3:00 pm - 4:00 pm	<p>Reducing the Risk of Future Benefits Claims and Litigation: Preventive Measures Including Better Document Drafting</p> <p>Given the current economic climate in Puerto Rico, many employers are restructuring their business operations and facing the challenge of drafting severance plans and releases that can withstand enforceability challenges in the courts. Employers also struggle to adapt their U.S. disability plans to Puerto Rico. Employee benefits litigation continues to be a growing area of exposure for those involved in the design, administration, and funding of employee benefit plans. A well-drafted plan document is often the best defense to even the most complex claims. In this session, we will discuss ways to reduce the risk of benefit plan litigation through preventive measures.</p>	<p>Susan Katz Hoffman, Shareholder, Philadelphia</p> <p>Lourdes C. Hernández-Venegas, Capital Member, Puerto Rico</p> <p>Maria Isabel Rey-Cancio, Capital Member, Puerto Rico</p>
4:00 pm - 4:15 pm	Coffee Break	
4:15 pm - 5:15 pm	<p>The 2016 Puerto Rico Employment Law Update</p> <p>This fun-filled session provides a unique opportunity to understand the latest court cases, legislative and regulatory activity and crucial developments that will affect your workplace in Puerto Rico and your responsibilities this year and for the rest of this decade. As in the past, we have assembled a terrific panel of Littler Global attorneys from Puerto Rico and from multiple practice areas who will guide you through the maze of new developments and prepare you for the challenges that lie ahead.</p>	<p>Pedro A. Buso-García, Capital Member, Puerto Rico</p> <p>Shiara L. Diloné-Fernández, Capital Member, Puerto Rico</p> <p>Lourdes C. Hernández-Venegas, Capital Member, Puerto Rico</p> <p>Carl Schuster, Capital Member, Puerto Rico</p>
5:15 pm - 7:00 pm	Closure and Cocktail Reception	