



employment intelligence

PHILADELPHIA REGIONAL EMPLOYER | PHILADELPHIA, PA | FRIDAY, OCTOBER 24, 2025

9:00 a.m. – 9:55 a.m.

Registration and Breakfast

10:00 a.m. – 11:00 a.m.

AI at Work: Smart Tools, Real Risks, and What You Actually Need to Know

AI is reshaping how organizations hire, manage, and make decisions – often faster than the law can keep up. This session explores the legal, HR and ethical risks when algorithms are at work in your organization and provides a framework for managing AI like a high-performing, but occasionally reckless, employee.

Speakers:

[Paul C. Lantis](#), [Hannah M. Lindgren](#), Rick Nucci (CEO of Guru Technologies)

11:00 a.m. – 11:15 a.m.

Break

11:15 a.m. – 12:15 p.m.

Take Action: How to Limit Your Exposure to Unfair Competition Threats

Mitigating the risk of a costly unfair competition lawsuit begins long before you hire that disgruntled former employee. Learn how to get ahead of future disputes by drafting restrictive covenants to protect your most valuable assets, implementing protocols to safeguard your trade secrets, and building hiring and departure procedures to help steer clear of disruptive litigation.

Speakers:

[Matthew J. Hank](#), [Rachel Fendell Satinsky](#), [Tanner McCarron](#)

12:15 p.m. – 12:45 p.m.

Lunch Break

12:45 p.m. – 1:30 p.m.

Power Lunch: A Discussion of Recent Decisions and Laws Affecting the Workplace

This fast-paced special lunchtime session provides a unique opportunity to understand the latest court cases, legislative and regulatory activity, and crucial developments that will affect your workplace and responsibilities. A terrific panel of Littler attorneys will guide you through the maze of new developments and prepare you for the challenges ahead.

Speakers:

[William J. Leahy](#)

1:30 p.m. – 1:45 p.m.

Break

1:45 p.m. – 2:45 p.m.

Top 10 Wage and Hour Mistakes Employers (Still) Make

“The Late Show” may be in its last season, but the Top 10 List lives on! In this whirlwind tour of payroll pitfalls, we reveal the 10 most common wage and hour mistakes that can turn even the most well-meaning employer into a walking compliance hazard. From meal and rest breaks to regular rate to exemptions, our wage and hour SMEs highlight how little oversights can lead to big headaches – and even bigger settlements. So, buckle up, review those time sheets and remember: wage and hour compliance isn’t about just checking a box – it takes a village!

Speakers:

[Paul J. Sopher](#), [Malcolm J. Ingram](#)

2:45 p.m. – 3:00 p.m.

Break

3:00 p.m. – 4:00 p.m.

Inclusive, Equitable, and Under Fire: A Roundtable on Legal Risk and Response

Inclusion, equity, and diversity (IE&D) programs are facing increasing legal and political scrutiny, leaving employers uncertain about how to proceed. This interactive roundtable, led by members of Littler’s IE&D Practice Group, offers a space to benchmark with peers and explore practical responses to challenges. Through scenario-based discussions, participants will examine legal compliance, workforce engagement, religious accommodations, and strategies for handling litigation or criticism.

Speakers:

[Kristine Grady Derewicz](#), [Nina K. Markey](#)

4:00 p.m.

Cocktail Reception