

## employment intelligence

## SOUTHERN CALIFORNIA REGIONAL EMPLOYER | IRVINE, CA | November 13, 2025

8:00 a.m. – 9:00 a.m.

## Registration and Breakfast

9:00 a.m. – 10:00 a.m.

## 2025 Employment Law Update for California Employers

A favorite at the annual Regional Employer Conferences, this fast-paced and highly engaging session delivers essential insights into the employment law developments shaping the workplace in 2025, including a strategic overview of key court decisions, legislative changes, and regulatory shifts that may influence organizational policies and workforce planning. Our panel of seasoned Littler attorneys will decode the most impactful updates—from federal mandates and agency enforcement trends to emerging state-level legislation — and provide practical guidance to help you navigate the evolving legal landscape with confidence.

## Speakers:

[Stephanie Kierig](#), [Donna Leung](#), [Miko Sargizian](#)

10:00 a.m. – 10:15 a.m.

## Break

10:15 a.m. – 11:15 a.m.

## Humans + Artificial Intelligence = Match Made in the Modern Workplace

The modern workplace is evolving before our eyes through the use of artificial intelligence. AI strategy is often mission-critical and has the attention of the board and executives. But is the workforce carrying out company strategies as devised? A robust AI strategy accounts for talent needs and culture transformation. In this session, we will discuss critical aspects of AI adoption by the workforce, including:

- An overview of major AI legislation and regulation, including landmark amendments to the California Code of Regulations regarding the use of automated decision-making systems in recruitment and hiring;
- A review of employee use of AI, including adoption, automation, augmentation and significant areas of risk and
- Strategies for balancing the urgency for adoption with legal obligations and employee capabilities.

## Speakers:

[Britney Torres](#), [Grace Waddell](#)

**11:15 a.m. – 11:30 a.m.**

## **Break**

**11:30 a.m. – 12:30 p.m.**

## **Be Quick, But, Don't Hurry: Proactive Wage and Hour Compliances as a Value Driver**

Wage and hour policies and practices, even if well-meaning, can leave unintended hooks and challenges from a compliance standpoint. These hooks and challenges exist regardless of the actions an employer takes, whether it's maintaining the status quo, proactively making company-wide changes to policies, or remediating areas of concern following a lawsuit.

We will discuss how a steady approach to revising and rolling out policies can not only minimize future exposure, but can also provide executives, HR and legal professionals with opportunities to drive value and shape company culture for the better. Some topics that will be addressed include: nonexempt timekeeping and payroll practices, including the increasing usage and pros/cons of attestations systems; ongoing auditing to compare whether practices are in line with policies; issues that can arise with the implementation of new compensation structures and pay codes; and exempt/salaried classifications.

This session will provide you with practical guidance on how to quickly, but not hurriedly, implement ongoing, proactive measures to drive value for the company by (1) potentially preventing legal action and (2) strengthening the defense in advance of potential legal action.

### **Speakers:**

[James Becerra](#), [Nolan McCready](#)

**12:30 p.m. – 1:15 p.m.**

## **Lunch**

**1:15 p.m. – 2:15 p.m.**

## **Framing Defensible Investigations in the Modern Workplace**

A defensible investigation requires thoughtful framing at every stage. Failing to appropriately frame your investigation to align with the confines of the law, your company policy, and best practices can make or break your investigation. This session will lead you through the stages of a lawful and effective investigation with an eye toward risk management and developing a "speak up" culture for your company. The panelists will discuss best practices for framing each stage of the investigation in order to ensure you are completing a tailored and timely investigation with findings your company can rely on. This session will cover:

- Issue spotting and recognizing when an investigation is necessary or appropriate
- Methods for developing an investigation plan
- The investigator's role as fact finder
- Interviewing techniques, including trauma-informed interviewing and credibility determinations
- New forms of evidence (where to look and what to preserve)
- Documenting your investigation (reporting, writing and contextualizing the evidence)

### **Speakers:**

[Sarah Boxer](#), [Demery Ryan](#)

2:15 p.m. – 2:30 p.m.

## Break

2:30 p.m. – 3:30 p.m.

## Navigating IE&D in a Sea of Change

Employers are experiencing a sea of change in inclusion, equity and diversity (IE&D) policies, initiatives and practices. Shifting agency appointments, executive orders and judicial decisions are creating new currents that reshape how organizations approach recruitment, retention, employee resource groups and training programs. This session will highlight key IE&D developments and litigation trends, offering practical takeaways for HR professionals, in-house counsel and senior leaders as they adapt strategies to meet evolving compliance and workplace culture demands.

### Speakers:

[Maria Harrington](#), [Denise Visconti](#)