



## Greenville Breakfast Briefing Agenda

### Registration & Networking

**8:00 AM – 8:30 AM** Enjoy breakfast, coffee, and connection with peers before the sessions begin.

### From Here to Eternity: Managing Extended Leaves, Disability Accommodations and Work-from-Home Requests

**8:30 AM – 9:30 AM**

Ask any HR leader, manager or executive to name their greatest challenge in people management, and you'll repeatedly hear the same answer: extended leaves of absence and ongoing work-from-home accommodations. In today's leave and disability landscape, there is rarely a simple solution. Requests for lengthy leave or remote-work arrangements continue to increase – driven in part by heightened mental health concerns and the push by many employers to bring employees back onsite. It's no wonder these situations often leave organizations frustrated and confused. Why does the leave keep getting extended? At what point can we permanently fill a vacant role? Can we require an employee to return to the office? How long is *too* long? And will this process ever end?

This session will provide a practical, defensible framework for meeting your obligations under the ADA and related laws while also protecting business needs. Our panel will walk through how to effectively engage in the interactive process, evaluate whether an employee on extended leave or a work-from-home accommodation remains qualified, and identify when a request has become open-ended. We'll also discuss how to ask the right questions early, assess whether additional leave will truly enable a return to work, and navigate the denial process in a way that minimizes legal risk. Attendees will walk away with clear guidance for managing these complex, high-frustration scenarios with confidence and consistency.

**Presenters:**

[Katie Towery](#) and  
[Benjamin Hepner](#)

## Networking Break

9:30 AM – 9:45 AM

## No Time To Delay: The Importance of Timely and Effective Workplace Investigations

When an employee raises a concern – whether it involves harassment, discrimination, retaliation or other misconduct – the clock starts ticking. Delayed or incomplete investigations can increase legal exposure, undermine credibility, damage employee morale and erode organizational trust. This session will walk employers through what it means to conduct an investigation that is prompt, thorough and defensible.

9:45 AM – 10:45 AM

Our panel will walk through real-life examples and discuss best practices for documentation and interviews, strategies for maintaining impartiality and common missteps that create unnecessary risk. Attendees will leave with practical guidance on how to respond quickly and effectively when allegations arise, ensuring both compliance and a healthier workplace culture.

**Presenters:**  
[Bill Foster](#)  
and [Kassie Rime!](#)