



Littler

Powering the Future Workplace

The 2026 Regional Employer Conference

CAROLINAS REGIONAL EMPLOYER | CHARLOTTE, NC | SEPTEMBER 17, 2026

11:30 a.m. – 12:10 p.m.

Registration and Lunch

12:10 p.m. – 1:00 p.m.

2026 Employment Law Update

We'll start the day off right with everyone's favorite Employment Law Update. In this fast-paced, entertaining session, we will recap the weird, wild and wonderful employment law cases and developments from the last year in the Carolinas and across the country. Kellie Tabor and Jasmine Little will guide you through the maze of new court decisions, legislative and regulatory changes, and emerging workplace trends to help prepare you for the challenges ahead.

Speakers:

[Kellie A. Tabor, Jasmine R. Little](#)

1:00 p.m. – 1:10 p.m.

Break

1:10 p.m. – 2:00 p.m.

The Complaint Conundrum: Navigating Whistleblower Complaints, Investigations, and Retaliation Risks

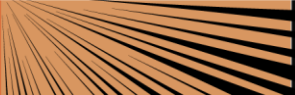
Internal complaints are no longer simple HR issues — they are strategic moves. Employers of all sizes face the growing challenge of employees who make internal complaints as a shield to disciplinary action or to seek leverage in employment disputes, including by sharing their claims on social media. Some employees refuse to engage in investigations, while others arrive prepared with outside counsel or even AI-driven advice. In many cases, employees gather confidential company data under the guise of “evidence” for their claims. This panel will explore the complex intersection of whistleblower complaints, internal investigations, and retaliation risks. Through recent case law and practical insights, we'll examine common pitfalls and share strategies for regaining control in an era of increasingly sophisticated employee tactics.

Speakers:

[Jennie Staples, Kevin M. Cleys, Kathleen \(Kathi\) K. Lucchesi](#)

2:00 p.m. – 2:10 p.m.

Break



2:10 p.m. – 3:00 p.m.

Investigation in Today's Workplace: Practical Interview Workshop

Workplace investigations are no longer confined to in-person interviews and paper files. Today's hybrid and remote work environments, combined with evolving technology, demand a modern approach that balances legal compliance, efficiency and organizational integrity. This three-hour interactive session, led by Littler's experienced attorneys, will equip HR professionals and compliance leaders with the tools to navigate these challenges confidently.

This dynamic workshop will sharpen attendees' ability to recognize when an investigation is triggered, maintain neutrality and manage both in-person and virtual interviews with confidence. The workshop provides clear guidance on planning and documenting investigations while highlighting legal considerations – such as confidentiality, attorney-client privilege and challenges unique to unionized environments.

Key learning objectives will include:

- Understanding Today's Investigation Landscape: Explore trends shaping internal investigations, including the rise in harassment claims and complexities introduced by remote work, as well as when an investigation is triggered.
- Defining the Investigator's Role: Clarify where responsibilities begin and end, and how to maintain neutrality and credibility.
- Mastering Complaint Intake: Learn how to identify red flags, document initial reports and determine when a formal investigation is warranted.
- Developing a Strategic Investigation Plan: From timelines to witness lists, create a roadmap that ensures thoroughness and compliance.
- Navigating Legal Pitfalls: Understand attorney-client privilege and confidentiality obligations throughout the process.
- Addressing Union Dynamics: Strategies for investigations in unionized workplaces or during organizing campaigns.
- Conducting Effective Interviews: Practice techniques for building rapport, asking probing questions and managing reluctant witnesses – both in-person and virtually.
- Leveraging Technology: Anticipate and mitigate challenges in video interviews, ensuring security and minimizing disruptions.
- Documenting with Precision: Learn what belongs in an investigation report – and what should never be included.

By the end of the session, participants will not only have an opportunity to benchmark their practices against industry standards, but also leave with practical techniques they can implement immediately to handle sensitive workplace issues lawfully and effectively.

Speakers:

[Stephen D. Dellinger](#), [Jerry H. Walters](#)

3:00 p.m. – 3:10 p.m.

Break

3:10 p.m. – 4:00 p.m.

The Politics of Inclusion: Strategies for Navigating Evolving Challenges

Political expression, social issues and evolving attitudes towards workplace inclusion initiatives continue to present complex challenges for employers seeking to maintain productive, legally compliant workplaces. At the same time, significant changes in the legal landscape surrounding historical focal points for inclusion, equity and diversity efforts have prompted organizations to reevaluate, rebrand and reposition policies, practices and ideologies with a view to unleashing innovation and cultivating greater competitive edge.

This lively and interactive session will examine practical strategies for managing political flashpoints in the workplace while fostering a respectful and more broadly inclusive culture. Business leaders will gain insight into the latest developments affecting initiatives – including emerging legal risks, enforcement trends and considerations – for reviewing workplace policies, learning programs and recruiting programs to reduce legal exposure and support business objectives in an increasingly polarized environment.

Speakers:

[Katie E. Towery](#), [Cindy-Ann L. Thomas](#), [Matthew S. Brown](#)



4:00 p.m. – 4:10 p.m.

Break

4:10 p.m. – 5:00 p.m.

AI and U: The Gameshow Where Digital Dilemmas and Practical Advice Intersect

AI is revolutionizing the modern workplace, with fresh and innovative applications being unveiled each day. For in-house counsel and other corporate leaders, gaining a deeper grasp of the risks and opportunities embedded in this transformative technology is critical. That's where our dynamic, high-octane gameshow comes in! Join us as our engaging hosts lead you through a riveting array of AI topics, covering the basics and diving into legal nuances to ensure that you leave with insight into new and evolving AI challenges. You need only to don your thinking cap, select your answers, and then listen as experienced attorneys from across the Littler-verse concisely explain the key concepts and considerations at play. Armed with this knowledge, you'll be better equipped to guide business leaders and stakeholders as your organization embarks on its AI journey. So come test your mettle with a series of progressively challenging questions, and see if you have what it takes to be crowned AI Expert ... because the future of the workplace is AI and U.

Speakers:

[Niloy Ray](#), [Benjamin T. Hepner](#), [Kassondra L. Rime](#)

5:00 p.m.

Cocktail Reception