



Littler

Powering the Future Workplace

The 2026 Regional Employer Conference

ROCKY MOUNTAIN REGIONAL EMPLOYER | DENVER, CO | OCTOBER 2, 2026

8:00 a.m. – 9:00 a.m.

Registration and Breakfast

9:00 a.m. – 10:00 a.m.

Can AI Do That? Employment Law Challenges in the Age of Artificial Intelligence

From resume screening to deepfakes to AI-generated employee complaints, AI is reshaping the modern workplace. How can employers leverage these tools while fending off new risks in an evolving legal landscape? In this moderated discussion, we will explore current and emerging uses of AI in employment, examine Colorado's legal framework governing workplace AI, and work through practical hypotheticals that highlight common compliance challenges and risk-management strategies, with an emphasis on actionable guidance for advising employers in an era of increasing AI adoption and regulation.

10:00 a.m. – 10:20 a.m.

Break

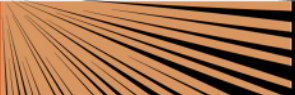
10:20 a.m. – 11:20 a.m.

Breakout 1A | Wage and Hour Twilight Zone: Where Law Meets the Unknown

Imagine a world where the wage and hour litigation tactics once associated primarily with California begin appearing in Colorado. Where plaintiffs' attorneys look beyond their traditional battlegrounds in search of new opportunities. Where expanding statutory protections, evolving legal standards, and favorable remedies transform the Rocky Mountain region into a top destination for wage and hour litigation. What once seemed like isolated developments become part of a broad trend as high-volume plaintiffs' firms bring California-style enforcement strategies to the Centennial State. You are about to enter a realm where Colorado employers face a rapidly changing litigation landscape, and where yesterday's compliance assumptions may no longer be enough. Your next stop: the Wage and Hour Twilight Zone.

Breakout 1B | Performance Management in the Rockies: Navigating Risk Through Effective Documentation

Performance management is rarely one-size-fits-all—especially in the Rocky Mountain region, where state-specific employment laws can significantly impact employers' obligations and risks. This session will explore practical approaches to managing employee performance while navigating key legal considerations under state and federal law, including the POWR Act and the Colorado Anti-Discrimination Act (CADA). Attendees will learn how thoughtful, consistent documentation can support sound employment decisions, strengthen defensibility, and reduce litigation risk. Through real-world examples, we'll examine common documentation pitfalls and discuss how poorly documented performance issues can turn routine employee relations matters into costly legal disputes.



11:20 a.m. – 11:40 a.m.

Break

11:40 a.m. – 12:15 p.m.

The Peach Pit: Workplace Wisdom

Join us for the inaugural live episode of Littler Denver's fictional award-winning podcast: "The Peach Pit: Workplace Wisdom," hosted by Littler Denver attorney Lauren Peach. The Peach Pit features the quick hits and updates you need to stay abreast of all things up-to-the minute in Colorado employment law with special guest speakers, including insights on predictive markets, how to handle the explosion of pro se litigation, and Colorado law updates from the latest legislative session.

12:15 p.m. – 1:15 p.m.

Lunch

1:15 p.m. – 2:15 p.m.

Breakout 2A | Emerging Security Threats: Protecting Confidential Information in the Age of AI

The rise of artificial intelligence tools creates new threats to the security of information, including misappropriation of trade secrets. This session will examine how artificial intelligence tools and other emerging technology trends are reshaping the security landscape, discuss developments in trade secret protection, and offer practical strategies for protecting company trade secrets and confidential information in a quickly evolving environment.

Breakout 2B | From Charge to Courtroom: Strategies for Success with the EEOC

Thousands of employment discrimination claims are filed each year, and virtually each starts in the same place: the U.S. Equal Employment Opportunity Commission. But a number of changes at the EEOC are reshaping how discrimination and retaliation cases are investigated and litigated by the agency. This session explores the EEOC's evolving approaches and provides actionable strategies for mitigating risk at every stage of the EEOC process. Participants will learn best practices for responding to Charges of Discrimination, differences between the EEOC and its state analogue (the Colorado Civil Rights Division), mediating with the agency's ADR unit, engaging in conciliation, and responding when matters escalate to high-stakes or systemic litigation.

2:15 p.m. – 2:45 p.m.

Break

2:45 p.m. – 3:45 p.m.

When Everybody Claims Discrimination: The New Era of Equal Employment Opportunity

Employers face growing questions about how to maintain lawful EEO practices while managing heightened risks from "reverse discrimination" claims. This session will provide practical guidance for Colorado employers on responding to discrimination complaints from members of majority groups and maintaining compliant equal employment opportunity practices. Littler attorneys will demonstrate best practices live through roleplay scenarios, featuring fan-favorite fictional CEO, Burton Denning. Attendees will leave with actionable strategies for balancing inclusion efforts, litigation risk, and compliance obligations in an increasingly complex environment.

3:45 p.m.

Cocktail Reception