

This program has been approved for 5.5 general recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute.

REGISTRATION FORM

There is a \$30 registration fee per person. Includes plated lunch and valet parking

- Chicken Tuscany
 Rosemary and Black Pepper Crusted Pork Loin
 Vegetarian Option: Pasta Primavera

Register by mail or online at henlaw.com

Contact Gail Lamarche at 239.344.1186 or gail.lamarche@henlaw.com if you have any questions.

Please RSVP by March 19

Name _____

Title _____

Company _____

Address _____

City _____

State _____ Zip _____

Phone _____

E-mail _____

Credit Card # _____

(Visa, MasterCard or American Express only)

Expiration Date _____

If paying by check please make your check payable to **Henderson, Franklin, Starnes & Holt, P.A.** and mail it along with your completed registration form to:

Gail Lamarche, Director of Marketing
Henderson, Franklin, Starnes & Holt, P.A.
P.O. Box 280
Fort Myers, FL 33902-0280

Please provide topics or questions you would be interested in discussing. You may also email them to gail.lamarche@henlaw.com.

The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.



Henderson Franklin offers Southwest Florida business owners and human resource professionals a source to stay current on employment law-related news and updates.

Find out more at Southwest Florida's first employment law blog:

swfemploymentlawblog.com



Henderson, Franklin, Starnes & Holt, P.A.

is one of the largest law firms between Tampa and Miami. A full-service firm, Henderson Franklin has 55 attorneys practicing in the areas of business and tax planning, estate planning, family law, commercial and civil litigation, immigration law, workers' compensation, employment law, real estate, and land use and environmental law.

One of the state's oldest firms, Henderson Franklin was founded in Fort Myers in 1924 and currently operates offices in Fort Myers, Bonita Springs and Sanibel Island.

For more information, please visit our **NEW** website at henlaw.com

Directions

Marriott Sanibel Harbour Resort & Spa
17260 Harbour Point Drive, Fort Myers, FL 33908
Telephone: 239.466.4000

From Points North of Fort Myers – I-75 South

- Take Exit 131, Daniels Parkway, end of ramp turn right heading west on Daniels Parkway
- At lights, turn left on South Tamiami Trail (Route 41-S)
- At lights, turn right on Gladiolus Drive
- Merge left via ramp on Summerlin Road (CR 869) and continue to follow straight when road merges into McGregor Boulevard
- Take right onto Punta Rassa Road
- Take slight right onto Harbour Point Drive at sign for Marriott Sanibel Harbour
- Check in at guard gate and follow signs to main building

From Points South of Fort Myers – I-75 North

- Take Exit 128, San Carlos Park, Alico Road, end of ramp, turn left on Alico heading west
- At lights, turn right on South Tamiami Trail (Route 41-N)
- At lights, turn left onto Gladiolus Drive
- Merge left via ramp on Summerlin Road (County Road 869) and continue to follow straight when road merges into McGregor Boulevard
- Take right onto Punta Rassa Road
- Take slight right onto Harbour Point Drive at sign for Marriott Sanibel Harbour
- Check in at guard gate and follow signs to main building

Lykes Insurance, Inc. is a full service insurance agency offering all lines of insurance products and risk services that include workers' compensation claims management and loss control consulting. Lykes Insurance was established in 1925 and currently operates offices in Fort Myers, Miami, Tampa and Winter Park, Florida. Our dedicated and experienced employees are market and client-oriented, resulting in a partnership with our clients to assist them in the management of their total cost of risk. For more information, please visit our website at www.lykesinsurance.com.

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20th Annual

HR Law & Solutions 2012

Tuesday, March 27, 2012

Marriott Sanibel Harbour Resort & Spa
Fort Myers, Florida

Valet Parking Available

Presented by



In association with



Lunch Sponsor **Lykes Insurance**

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20th Annual
HR Law & Solutions Seminar
Tuesday, March 27, 2012

PROGRAM

8:00 – 8:10 a.m.	Welcome by John F. Potanovic, Esq.
8:10 – 9:15 a.m.	Employment Law and Legislative Update Robert C. Shearman, Esq. and John D. Agnew, Esq.
9:15 – 9:30 a.m.	Networking Break
9:30 – 10:15 a.m.	First Report of Injury: Best Practices to Save Your Bottom Line Cora C. Molloy, Esq. and David H. Roos, Esq.
10:15 – 10:30 a.m.	Networking Break
10:30 – 11:15 p.m.	DHS/DOL Immigration Audits: Is Your Company Ready? Tulio Suarez, Esq.
11:15 – 12:00 p.m.	The Retaliation Claim Boom: Best Practices to Minimize Liability John F. Potanovic, Esq.
12:00 – 1:15 p.m.	Lunch (sponsored by Lykes Insurance)
1:15 – 2:15 p.m.	Employment Law IQ: Test Your Knowledge and Issue Spotting Abilities Vicki L. Sproat, Esq. and Suzanne M. Boy, Esq. and
2:15 – 2:30 p.m.	Networking Break
2:30 – 3:30 p.m.	It's Not the Fruit, It's the Root Sean Carter, Esq.
3:30 pm	Special 20th Anniversary Presentation

Employment Law and Legislative Update

Robert C. Shearman, Esq. and John D. Agnew, Esq.

Bob and John will provide an update on notable court decisions, EEOC trends, and legislative developments impacting employers. This annual update will provide practical advice and tips to help HR professionals reach their corporate goal of a compliant workplace.

Bob is Florida Bar Board Certified in Civil Trial Law and represents numerous public and private entities with respect to civil rights, wrongful termination, discrimination, and harassment matters. John represents employers enforcing non-compete agreements, as well as defending against discrimination, ADA accessibility, and FLSA overtime claims.

First Report of Injury: Best Practices to Save Your Bottom Line

Cora Molloy, Esq. and David Roos, Esq.

David and Cora will share strategic tips and best practices HR professionals should keep in mind when completing the First Report of Injury. These tips will help avoid mistakes, ultimately saving the company money.

Cora is Chair of Henderson Franklin's Workers' Compensation practice area. She represents insurance carriers, third party administrators, and employers in the defense of workers' compensation claims. David is a member of Henderson Franklin's Executive Committee and also represents insurance carriers, third party administrators, and employers defending workers' compensation claims.

DHS/DOL Immigration Audits: Is Your Company Ready?

Tulio Suarez, Esq.

Federal regulations concerning the hiring of foreign workers affect all employers, whether or not they

hire foreign nationals. Tulio will share practical steps every employer should take to ensure compliance with regulations in the event of an audit by Immigration and Customs Enforcement or the Department of Labor.

Tulio is Chair of Henderson Franklin's Immigration Law practice group and is one of few Board Certified Immigration and Nationality Lawyers in Florida. He provides expert strategies to assist clients in all areas of corporate and family immigration law. Tulio serves on the Board of Directors for the United Way of Lee and Hendry Counties and American Immigration Lawyers Association, Central Florida Chapter.

Dealing With the Retaliation Claim Boom

John F. Potanovic, Esq.

Courts across the country have become sharply divided on the application of "protected activity" and "adverse" actions. John will provide strategic tips and best practices to address these claims and minimize liability.

John is Chair of Henderson Franklin's Employment Law practice group and is Florida Bar Board Certified in Labor and Employment law. He represents employers in all aspects of employment matters including discrimination, harassment, civil rights, wage and hour disputes and EEOC investigations.

Employment Law IQ: Test Your Knowledge and Issue Spotting Abilities

Vicki L. Sproat, Esq. and Suzanne M. Boy, Esq.

This fun, interactive presentation will test your employment law IQ by focusing on identifying issues and resolving problems. Attendees will learn how to spot potential legal issues, gain a better understanding of

important employment laws and learn best strategies to mitigate the volume and severity of claims.

Vicki has been Board Certified in Civil Trial Law since 1991. Her primary areas of practice are general civil litigation and the defense of employers in all aspects of employment law. She currently serves as President of the Southwest Florida Chapter of the American Board of Trial Advocates. Vicki is also a member and former director of the Human Resources Management Association of Southwest Florida and is a Master in the Calusa Chapter of the American Inns of Court.

Suzanne assists clients with all aspects of employment-related litigation, claims, and client counseling. She is editor of Henderson Franklin's *Employment Law Update* newsletter and lead writer of Southwest Florida HR Law & Solutions, Henderson Franklin's employment law blog.

It's Not the Fruit, It's the Root

Guest Speaker: Sean Carter, Esq.

Legal humorist Sean Carter goes beyond the do's and don'ts of the typical corporate Code of Business Conduct to get to the heart of the matter – the common mindsets that result in unethical behavior. He will provide tips and insights on how to heal ourselves from these mindsets so that our codes of conduct become guide posts and not obstacles in our drive for professional success.

Sean Carter is a Harvard Law School graduate. He has crisscrossed the country delivering his "Lawpsided Seminars" for state and local bar associations, law firms and law schools. He is the author of the first-ever comedic legal treatise, "If It Does Not Fit, Must You Acquit. Your Humorous Guide to the Law." His syndicated legal humor column has appeared in general circulation newspapers in more than 30 states.



20th Annual