

FOULSTON

ATTORNEYS AT LAW

2019 HR Training Series Registration

WICHITA SESSIONS:

Foulston Siefkin LLP, 1551 N. Waterfront Parkway, Suite 100, Wichita, KS 67206-4466

Pay-Data Collection and Government Contractor Update
July 25, 2019 (Live) 1-hour lunch session, 11:45 a.m. - 1:15 p.m.

Employment Policies and Practices
Aug. 22, 2019 (Live) 1-hour lunch session, 11:45 a.m. - 1:15 p.m.

Leave of Absence
Sept. 4, 2019 (Live) 3-hour afternoon session, 1:00 p.m. - 4:30 p.m.

The NLRA for Non-Union Employers
Oct. 24, 2019 (Live) 1-hour lunch session, 11:45 a.m. - 1:15 p.m.

Benefits Update
Nov. 14, 2019 (Live) 1-hour lunch session, 11:45 a.m. - 1:15 p.m.

End-of-Year Update
Dec. 12, 2019 (Live) 1-hour lunch session, 11:45 a.m. - 1:15 p.m.

FLSA Issues
Dec. 17, 2019 (Live) 3-hour afternoon session, 1:00 p.m. - 4:30 p.m.

Litigation Issues for HR
Jan. 15, 2020 (Live) 2-hour afternoon session, 2:30 p.m. - 4:30 p.m.

The ABCs of Non-Compete Agreements and Other Restrictive Covenants
Feb. 4, 2020 (Live) 1-hour lunch session, 11:45 a.m. - 1:15 p.m.

Please complete one registration form per attendee and return completed form to:

Name: _____

Title: _____

Company: _____

Address: _____

City/State/Zip: _____

Phone: _____

Email: _____

BY MAIL: Foulston Siefkin LLP
1551 N. Waterfront Parkway, Suite 100
Wichita, KS 67206-4466

BY FAX: Attention: Liz Golay • 866.346.2027

BY EMAIL: lgolay@foulston.com

REGISTRATION FEES PER SESSION:

\$50 per 1-hour afternoon session

\$60 per 1-hour breakfast/lunch session (meal included)

\$100 per 2-hour session

\$170 per 3-hour session

PAYMENT OPTIONS

Check enclosed (*Payable to Foulston Siefkin LLP*)

Charge my:

Visa Mastercard American Express Discover

Card Number: _____

Exp: _____

CVC: _____

Cardholder Name: _____

CERTIFICATION: Each HR Training Session in the series will be submitted to the Human Resource Certification Institute (HRCI) and the Society of Human Resource Management (SHRM) for review. For more information about certification or recertification, please visit the HRCI homepage at www.hrci.org and the SHRM Certification online portal at www.shrmcertification.org.

CANCELLATION/REFUND POLICY: A full refund, minus a \$25 administrative fee, will be issued for cancellations up to five business days before event. No-shows and cancellations received fewer than five business days prior to the seminar are not eligible for a refund. Substitutions may be made at any time, including the day of the seminar.

For more information, call 316.291.9723 or visit www.foulston.com/hrtraining.

2019 HR Training Series

BENEFITS UPDATE

What's new in the employee benefits area? This session will bring everyone up-to-speed on changes to employee benefit plans and ensure you are up-to-date with all the necessary compliance items.

- *Kansas City*: Live • 11:45 a.m. - 1:15 p.m. • November 12, 2019 • 1-hour lunch session
- *Topeka*: Video conference • 11:45 a.m. - 1:15 p.m. • November 14, 2019 • 1-hour lunch session
- *Wichita*: Live • 11:45 a.m. - 1:15 p.m. • November 14, 2019 • 1-hour lunch session

EEOC ISSUES

This session will provide a discussion of various issues such as the impact of the #MeToo movement, the state of the law with respect to LGBTQ, religious-freedom issues, and various other items of interest with the EEOC.

- *Kansas City*: Live • 1:00 p.m. - 4:30 p.m. • October 29, 2019 • 3-hour afternoon session
- *Topeka*: Video conference • 1:00 p.m. - 4:30 p.m. • October 29, 2019 • 3-hour afternoon session

EMPLOYMENT LAW MYTHBUSTERS

Fact or fiction? Law or legend? Truth or tall tale? As Mark Twain famously said, "It's not what you don't know that kills you, it's what you know for sure that ain't true." This lively session will explore some of the most-enduring urban legends of employment law to confirm or "bust" the myth.

- *Kansas City*: Live • 11:45 a.m. - 1:15 p.m. • August 27, 2019 • 1-hour lunch session

EMPLOYMENT POLICIES AND PRACTICES

Have you reviewed your policy manual lately? This session will explore some essential personnel policies and practices every employer should implement in the workplace.

- *Kansas City*: Live • 8:00 a.m. - 9:30 a.m. • August 20, 2019 • 1-hour breakfast session
- *Topeka*: Video conference • 8:00 a.m. - 9:30 a.m. • August 20, 2019 • 1-hour breakfast session
- *Wichita*: Live • 11:45 a.m. - 1:15 p.m. • August 22, 2019 • 1-hour lunch session

END-OF-YEAR UPDATE

Are you all set for the holiday season? Did you finish your employment law to-do list for 2019? This session will serve as a wrap-up for all those 2019 to-do list items and discuss the upcoming trends for 2020.

- *Kansas City*: Live • 11:45 a.m. - 1:15 p.m. • December 10, 2019 • 1-hour lunch session
- *Topeka*: Video conference • 11:45 a.m. - 1:15 p.m. • December 12, 2019 • 1-hour lunch session
- *Wichita*: Live • 11:45 a.m. - 1:15 p.m. • December 12, 2019 • 1-hour lunch session

FLSA ISSUES

This workshop will delve into a wide variety of FLSA issues. We'll discuss the requirements for exempt status under the white-collar exemptions, including some scenarios to highlight potential pitfalls when conducting position-classification reviews, and cover the standards for calculating compensable hours and calculating overtime for non-exempt employees. We'll also address some practical issues that arise in all of these contexts.

- *Kansas City*: Live • 1:00 p.m. - 4:30 p.m. • November 20, 2019 • 3-hour afternoon session
- *Topeka*: Live • 1:00 p.m. - 4:30 p.m. • November 21, 2019 • 3-hour afternoon session
- *Wichita*: Live • 1:00 p.m. - 4:30 p.m. • December 17, 2019 • 3-hour afternoon session

2019 HR Training Series

HR'S GUIDE TO THE (HIRING) GALAXY - TIPS AND TRICKS TO AVOID HIRING PITFALLS

This presentation will cover the common hiring-related mistakes that employers make and the potential legal consequences of making them. It will also provide best practices for employers to implement to help ensure a legal and effective hiring process.

- *Kansas City*: Live • 3:00 p.m. - 4:30 p.m. • October 1, 2019 • 1-hour afternoon session
- *Topeka*: Video conference • 3:00 p.m. - 4:30 p.m. • October 1, 2019 • 1-hour afternoon session

LEAVE OF ABSENCE

This session will address the FMLA, ADA, workers' compensation, and the interaction of the three with respect to employee leaves-of-absence and return to work concerns. We will also spend time discussing intermittent leave issues and how to best manage these situations within the confines of the FMLA. These issues will be explored through the use of scenario discussions.

- *Kansas City*: Video conference • 1:00 p.m. - 4:30 p.m. • September 4, 2019 • 3-hour afternoon session
- *Topeka*: Video conference • 1:00 p.m. - 4:30 p.m. • September 4, 2019 • 3-hour afternoon session
- *Wichita*: Live • 1:00 p.m. - 4:30 p.m. • September 4, 2019 • 3-hour afternoon session

LITIGATION ISSUES FOR HR

What happens when your company ends up in a dispute with a former employee? These disputes take on many faces at the agency level, but end up in the same place if they are not resolved – the courthouse. This session will discuss a variety of litigation-oriented topics, including insurance-related concerns, the discovery process, and other various litigation topics for HR. We will also explore a number of items that your company may want to consider from a preventive standpoint to minimize risks that arise in litigation.

- *Kansas City*: Live • 2:30 p.m. - 4:30 p.m. • January 14, 2020 • 2-hour afternoon session
- *Topeka*: Video conference • 2:30 p.m. - 4:30 p.m. • January 15, 2020 • 2-hour afternoon session
- *Wichita*: Live • 2:30 p.m. - 4:30 p.m. • January 15, 2020 • 2-hour afternoon session

PAY-DATA COLLECTION AND GOVERNMENT CONTRACTOR UPDATE

We will review the latest guidance from the EEOC for complying with the EEO-1 pay-data reporting requirements, which apply to all employers with 100 employees and all government contractors with 50 employees and \$50,000 in government contracts. We will also survey recent OFCCP developments for government contractors.

- *Kansas City*: Live • 11:45 a.m. - 1:15 p.m. • July 26, 2019 • 1-hour lunch session
- *Topeka*: Video conference • 11:45 a.m. - 1:15 p.m. • July 25, 2019 • 1-hour lunch session
- *Wichita*: Live • 11:45 a.m. - 1:15 p.m. • July 25, 2019 • 1-hour lunch session

THE ABCs OF NON-COMPETE AGREEMENTS AND OTHER RESTRICTIVE COVENANTS

Do your employees have access to key pieces of your business's sensitive information or control key customer relationships? Are you protected should something go wrong in that relationship? This session will discuss a variety of issues that arise in the context of drafting and enforcing non-compete agreements and other types of restrictive covenants to protect your business.

- *Kansas City*: Live • 11:45 a.m. - 1:15 p.m. • February 13, 2020 • 1-hour lunch session
- *Topeka*: Video conference • 11:45 a.m. - 1:15 p.m. • February 13, 2020 • 1-hour lunch session
- *Wichita*: Live • 11:45 a.m. - 1:15 p.m. • February 4, 2020 • 1-hour lunch session

2019 HR Training Series

THE NLRA FOR NON-UNION EMPLOYERS

The Trump board has been very active during the last two years and will likely continue to be active in the coming year. This session will explore some of the changes in the landscape since 2017. We will also spend time discussing what happens should a union seek to represent your employees.

- *Kansas City*: Live • 11:45 a.m. - 1:15 p.m. • January 21, 2020 • 1-hour lunch session
- *Topeka*: Video conference • 11:45 a.m. - 1:15 p.m. • January 21, 2020 • 1-hour lunch session
- *Wichita*: Live • 11:45 a.m. - 1:15 p.m. • October 24, 2019 • 1-hour lunch session

WHAT'S THE DOL UP TO NOW? A DISCUSSION OF THE DOL'S PROPOSED FLSA REGULATORY AMENDMENTS

In March, the U.S. Department of Labor unveiled the Trump administration's follow-up to the FLSA regulatory amendments on the exempt salary requirements that the Obama-era DOL proposed back in 2016. The DOL also proposed changes to the regulations interpreting the regular rate and overtime calculations. This session will discuss the scope and impact of these proposed changes, as well as some recent DOL opinion letters, and provide some practical advice on how to keep your company in compliance with the FLSA on these issues.

- *Kansas City*: Live • 11:45 a.m. - 1:15 p.m. • June 18, 2019 • 1-hour lunch session
- *Topeka*: Video conference • 11:45 a.m. - 1:15 p.m. • June 18, 2019 • 1-hour lunch session