# FOULSTON **Training Series**

Join us for a series of webinars led by Foulston's employment and labor law attorneys. The HR Training Series addresses the latest legal updates for employers and best practices to navigate HR issues with confidence. Sign up today to gain practical guidance, ask questions, and stay informed.

HRCI, SHRM, and CLE credit will be requested for live webinar participants. Registration includes live webinar access and downloadable materials.

Learn more and register at foulston.com/hrtraining

# Wednesday, August 27, 2025 | 11:30 AM - 1:30 PM CT | Webinar

Donald D. Berner

This session will focus on employee leave and accommodation-related issues such as FMLA and ADA concerns.

The HR 101 Series: This series of four sessions will cover a wide variety of HR topics at a basic level. It is designed for newer HR professionals or those more experienced HR professionals who need a refresher in areas they do not deal with on a more regular basis. Those attending this series may also want to consider the wage and hour workshop sessions to provide an overview of those areas as well, since they will not be heavily addressed in the HR 101 series.

# AI Risks for HR Professionals

Tuesday, September 9, 2025 | 12:00 - 1:00 PM CT | Webinar Sara O'Keefe

With its potential to simplify and streamline HR processes, the use of AI in the workplace is increasing rapidly. But the benefits of AI come with risks and potential legal exposure. For example - using AI to draft employment policies seems innocuous, but AI will draft an unlawful policy if you (intentionally or unintentionally) ask it to. Some AI tools have incorporated conscious bias into their programming (EEOC v. iTutorGroup, Inc., et al., Civil Action No. 1:22-cv-02565); others may unknowingly develop bias through the AI "learning" process.

# Restrictive Covenants: Protecting the Employer's Interests

Thursday, September 25, 2025 | 12:00 - 1:00 PM CT | Webinar

#### Foulston Employment Law Attorney

We will discuss the various types of restrictive covenants utilized in the employment context. This session will cover confidentiality provisions, non-competes, non-solicitations, and others. The conversation will also address various regulatory challenges associated with these types of agreements.

ATTORNEYS AT LAW

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#### Teresa L. Shulda

This intensive two-part virtual course will walk HR professionals through every step of FMLA administration. The session will be delivered in two four-hour afternoon sessions.

In part one, this session will start with a discussion of core FMLA fundamentals, such as:

- What types of leave does the FMLA cover?
- Which employees are eligible for leave?
- What health conditions support a need for FMLA leave?
- Which family members count for purposes of caring for family members with serious health conditions?
- · And how do employers and employees deal with FMLA notice issues?

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Teresa L. Shulda

This intensive two-part virtual course will walk HR professionals through every step of FMLA administration. The session will be delivered in two four-hour afternoon sessions.

In part two, this session will dive deeper into the tricky issues that employers can trip on, including the differences between consecutive, intermittent, and reduced schedule leave; the complexities of managing intermittent leave; and how the ADA and state laws interact with FMLA leave, among other topics. Finally, we'll close with workshopping some scenarios, which will allow attendees to test their knowledge on how to handle complex FMLA situations. If you are your organization's FMLA administrator, or you just want to be able to respond more knowledgeably to managers' frequent FMLA questions, this session will help attendees gain a deeper understanding of this complex and sometimes frustrating law.

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#### Donald D. Berner

This session will cover various topics ranging from the National Labor Relations Act (NLRA), OSHA, immigration, to Department of Labor concerns.

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Wednesday, November 5, 2025 | 11:30 AM - 1:30 PM CT | Webinar

#### Forrest T. Rhodes, Jr. + Donald D. Berner

In part one of this workshop, we'll address key background and coverage issues under the Fair Labor Standards Act (FLSA), as well as the backbone to FLSA compliance for non-exempt employees – overtime calculations, including capturing all compensable working time and properly calculating the regular rate at which overtime must be paid.

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Thursday, November 6, 2025 | 11:30 AM - 1:30 PM CT | Webinar

#### Forrest T. Rhodes, Jr. + Donald D. Berner

In part two of this workshop, we'll focus on the Fair Labor Standards Act (FLSA) as it relates to exempt employees, and also cover some other wage and hour issues, including requirements under the Kansas Wage Payment Act, garnishment compliance, and a primer on DOL wage/hour audits.

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#### Donald D. Berner + Forrest T. Rhodes, Jr.

This session will focus on employee management issues as well as hiring and onboarding issues. We will also cover some basic wage and hour issues.

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#### Foulston Employment Law Attorney

The changes at the federal government level are coming fast and furious with the arrival of the Trump administration. We will revisit changes at the agency level and provide an update on where we stand regarding the various changes at the federal agency level now.

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### Tuesday, December 2, 2025 | 11:30 AM - 1:30 PM CT | Webinar

Donald D. Berner + Forrest T. Rhodes, Jr.

In this session, we will cover additional miscellaneous topics as well as work through hypothetical discussions involving the FMLA, ADA, Title VII, and more to serve as a practical capstone for the other sessions.

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Charles E. McClellan

As the benefits renewal session rolls around, this session will provide an update on employee benefits law-related issues, help ensure you wrap up any changes for 2025 and are prepared for what's new in 2026.