

15th Annual Employment Law Symposium - A Series

Koley Jessen invites you to attend our 15th Annual Employment Law Symposium. Please join us starting on Friday, October 30 for the virtual four-part series!

11.20.2020
11:00 AM - 12:00 PM CST

Koley Jessen invites you to attend our 15th Annual Employment Law Symposium. Please join us starting on Friday, October 30 for the virtual four-part series!

Whether you are just starting out or a seasoned professional, the four-part Employment Law Symposium series will provide a comprehensive discussion of new and ongoing employment issues. Koley Jessen's employment law team will offer straightforward answers and tools that you can apply immediately.

Registration

Session 1 | Friday, October 30 | [Register here](#)

Session 2 | Friday, November 6 | [Register here](#)

Session 3 | Friday, November 13 | [Register here](#)

Session 4 | Friday, November 20 | [Register here](#)

Agenda

SESSION 1 | FRIDAY, OCTOBER 30, 2020

11:00 AM - 12:00 PM

Fair Credit Reporting Act: **Applies to More Than Just Credit Scores**

Jacqueline N. Tondl and Alyssa M. Peterson

15th Annual Employment Law Symposium - A Series

In this presentation, Jackie and Aly will explain the many nuances associated with performing background checks as part of a pre-employment hiring process. This presentation will include an in-depth discussion of employers' obligations under the Fair Credit Reporting Act, a federal statute which requires employers to follow notice and disclosure procedures when obtaining and using consumer reports, including background checks, from third-party consumer reporting agencies.

SESSION 2 | FRIDAY, NOVEMBER 6, 2020

11:00 AM - 11:30 PM

Form I-9 Flexibility During the COVID-19 Pandemic and for Remote Workers

Stephanie A. Grattan

Although the Form I-9 process is unforgiving in many regards, it is also flexible in certain key respects relating to remote workers and electronic completion and storage. Attend this session to learn options for ensuring your Form I-9 process remains compliant as you navigate evolving norms for work arrangements.

11:30 AM - 12:00 PM

The 409A Trap-Don't Get Caught: The Danger of Deferred Compensation in Employment Agreements

Heather C. Panick

Employment agreements are the foundation for the employment relationship with key employees; however, the severance provisions of these documents can create massive headaches for all parties if they are not drafted properly. This presentation will discuss the basics of Code Sections 409A, 280G and ERISA, and will show how simple changes in the terms of the agreement can run afoul of these laws.

SESSION 3 | FRIDAY, NOVEMBER 13, 2020

11:00 AM - 12:00 PM

Workplace Investigations in the COVID-19 Era and Beyond

Patrice D. Ott and Erin E. Schroeder

No two workplace investigations are the same; behind every workplace investigation lies a unique set of facts, law, and investigators. This presentation is designed to provide a legal framework for workplace investigations, and to help employers of all industries and sizes craft appropriate investigation policies or protocols. In the era of COVID-19, workplace investigations are becoming both a legal requirement and a logistical nightmare. A secondary goal of this investigation is to provide some best practices and updates on legal trends. This presentation will help employers determine the who, what, when, where, why and how of workplace investigations in 2020 and beyond.

15th Annual Employment Law Symposium - A Series

SESSION 4 | FRIDAY, NOVEMBER 20, 2020

11:00 AM - 11:30 PM

Don't Forget! FLSA Compliance in a Work-From-Home World

Ryan J. Sevcik

Employers often struggle with ensuring full compliance with the nuances of the Fair Labor Standards Act ("FLSA") and these struggles have only been magnified over the last several months. In this presentation, Ryan will provide reminders and tips for FLSA compliance as well as explore nuances in a work from home environment.

11:30 PM - 12:30 PM

Ready or Not, Here We Come! Employment Law Updates for 2021

Margaret C. Hershiser

What will 2021 hold for us? Between COVID-19 and the anticipation of what the election will bring, it is sure to keep us on our toes. Join Margaret as she shares with you some important legal developments that all employers should be aware of.

Presentation Materials, Session 4

Continuing Education Credit

Those who listen to the Employment Law Symposium may be eligible for approved continuing education credits from the following organizations.

- Human Resources Certification Institute
- Nebraska Board of Public Accountancy
- Nebraska Mandatory Continuing Legal Education
- Iowa Supreme Court Commission on Continued Legal Education

**Please note that sessions must be watched in live time in order to obtain credit. Additionally, all individuals seeking to obtain credit must be registered with their own email, as group viewing will not qualify for credit during these webcasts.*