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BEST PRACTICES FOR BEST EMPLOYERS™

PROGRAMMING LINEUP

PORTLAND | THURSDAY, SEPTEMBER 12
SEATTLE | WEDNESDAY, OCTOBER 9



REGISTRATION & BREAKFAST



WELCOME REMARKS

SPEAKERS (Portland & Seattle): KATHERYN BRADLEY & PRIYA VIVIAN

PIVOT!

DON'T GET STUCK IN SECOND GEAR:

TOP 10 LEGAL UPDATES FOR YOUR DAY, YOUR WEEK, YOUR MONTH, OR EVEN YOUR YEAR

SPEAKERS (Portland): KARA BACKUS, IAN MAHER, CHRIS MOTTA-WURST, RISHI PURI & BETTY WONG

SPEAKERS (Seattle): KARA BACKUS, CARLIE BACON, SEAN JACKSON, CHRIS MOTTA-WURST & BETTY WONG

Get caught up on the latest legal trends with your 'Friends' at Lane Powell. Could you BE any more informed?

- Restrictive covenants, including litigation over the FTC Non-Compete Rule
- Required accommodations under the Pregnant Workers Fairness Act
- Getting smart about AI in employment decisions
- When to consider arbitration agreements to reduce risks
- Wage and hour class action updates, including rounding practices
- Changes to leave laws that require you to update your policies

BROADCAST INTERRUPTED

NETWORKING MORNING BREAK



LAW & ORDER:

SPECIAL DEI UNIT – NEW TRENDS & STRATEGIES FOR BUILDING EFFECTIVE & COMPLIANT DEI PROGRAMS

SPEAKERS (Portland & Seattle): DUSTIN O'QUINN, ALAYNA PIWONSKI & PRIYA VIVIAN

- What is the legal landscape following last summer's landmark Supreme Court case?
- When should employers adopt DEI policy and statements?
- Should employers use AI to support DEI strategies?
- How should employers handle ERG/splinter groups?
- What can employers do in recruiting and hiring to value DEI?
- How can employers support DEI through performance feedback?
- What should employers consider before collecting and using DEI-related data, metrics, and surveys?



NAVIGATING FAITH, POLITICS & FREE EXPRESSION AT 'THE OFFICE'

SPEAKERS (Portland & Seattle): KATHERYN BRADLEY, MIKE KITSON & ETHAN PICONE

- In this election year, can employers limit politics from being discussed at work?
- Do employees have "free speech" rights in the workplace?
- What is discrimination on the basis of "political ideology"?
- What should employers do when employees rely on religious beliefs or practices to avoid work?
- How are employers' "free speech" rights curtailed under new and existing laws?
- What policies should employers have in place?

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SPECIAL PRESENTATION

Lane Powell's Not Ready for Primetime Players:

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NETWORKING AFTERNOON BREAK



YOUR MISSION, SHOULD YOU CHOOSE TO ACCEPT IT: HOW TO MITIGATE PERFORMANCE MANAGEMENT RISK IN A CHANGING LEGAL LANDSCAPE

SPEAKERS (Portland): COURTNEY MCFATE & BRENNIA MCLAUGHLIN**SPEAKERS (Seattle):** MIKE REILLY & JOE RIDGEWAY

- Crafting performance documentation in light of new court and jury expectations
- Employees' changing attitudes toward performance management and employment decisions
- Best practices for fair and effective performance management



HOW ACCOMMODATING: FACILITATING A (MOSTLY) HAPPILY EVER AFTER IN THE REALM OF REASONABLE ACCOMMODATIONS

SPEAKERS (Portland): A.C. ESTACIO-HEILICH, HEATHER ST. CLAIR & CHRISTINE THELEN**SPEAKERS (Seattle):** HANNAH ARD, BETH JOFFE & DANA MYDLAND

Join Lady Whistleblower and the legal experts at Bridgerton Co. for an interactive discussion of workplace accommodations and evolving legal standards in the modern era. Personal issues, including health and religious concerns, can impact employee performance and typically require employers to engage in an interactive process and provide reasonable accommodations. Bring your quill, because in this session, we will:

- Explore real-world accommodation scenarios involving pregnancy, neurodiversity, and other common issues
- Provide tips for facilitating an effective interactive process
- Address the new undue burden standard in religious accommodation

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CLOSING REMARKS