

Employment Law & Business Summit: Navigating Workplace Compliance and HR Best Practices | September 10, 2026

Program Descriptions with Learning Objectives

KEYNOTE

Quit Hitting Snooze™ on AI: How HR Can Use It Right Now

Courtney Ramsey | Courtney Ramsey Speaks



AI is like a new team member who can work incredibly fast, but still needs context, direction, and someone checking the work. Maybe you already trust it with a few tasks. Maybe you barely use it at all. Either way, you may wonder how much more it could help without creating more work, more risk, or one more thing to learn.

In this practical session, Courtney shows HR professionals how to use AI to pressure-test ideas, make sense of scattered information, and prepare for difficult conversations before the stakes get high. She demonstrates how stronger inputs lead to more useful results, how to help prevent weak or misleading output, and why keeping a "human in the loop" matters most.

Attendees can apply the concepts across AI platforms and within the tools and policies their organizations allow. They will leave with practical ways to save time, think more strategically, and use AI with greater confidence, both at work and at home.

Key Takeaways:

- Give AI better context, constraints, and direction so it produces more useful responses in less time.
- Use AI to organize and interpret non-sensitive HR information so they can identify themes, ask better questions, and focus their time where it matters most.
- Use AI to rehearse high-stakes workplace conversations so they can test their language, anticipate resistance, and walk into the real conversation better prepared.

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Unfair Competition Litigation: What You Can Do Now to Achieve Success Later

Karyn M. Taylor, Luke W. Molleck & S. Jordan Walsh | Littler Mendelson



A company's confidential information, customer relationships, goodwill, and workforce are among its most valuable assets—but many organizations fail to adequately protect them until it's too late. This session explores practical strategies for safeguarding intellectual property and business interests before issues arise. Through engaging discussion, real-world case studies, and audience participation, attendees will learn how to prepare for employee departures, respond to potential misappropriation of company assets, and minimize risk when hiring talent from competitors.

Key Takeaways:

- Learn how to proactively protect confidential information, intellectual property, customer relationships, and other critical business assets.
- Understand best practices for preparing for potential litigation involving departing employees, trade secrets, and unfair competition claims.
- Gain practical guidance on conducting intellectual property protection audits and hiring employees from competitors while minimizing legal risk.



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Which Came First: The Restriction or the PIP?
Balancing Performance Coaching and Accommodation Management
Karyn M. Taylor, Luke W. Molleck & S. Jordan Walsh | Littler Mendelson



Have you ever had an employee request accommodation or a leave of absence while they are also struggling with performance? This session will offer practical guidance to both unionized and non-union employers facing this increasingly frequent situation.

Key Takeaways:

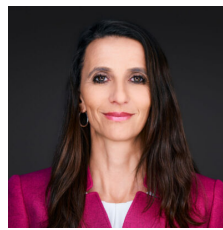
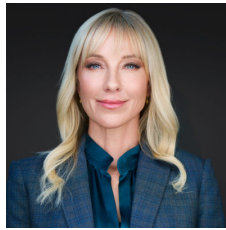
- Participants will learn how to engage in the interactive process effectively, support the needs of the business, and ensure that the company stays in compliance.
- The program will tackle common challenges employers face, such as reduced productivity, attendance issues, increased requests for remote work, and belated explanations for past poor performance.
- The program will also be focused on mental health and psychological accommodation requests.

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You Be the Judge

Emily Hobbs & Dora Lane | Ascent Employment Law



Step into the role of the decision-maker and evaluate the employer's actions in a real-world workplace scenario. Participants will review the facts, identify key legal and HR considerations, and determine whether the employer acted appropriately, and in compliance with applicable employment laws and policies. Through interactive discussion and analysis, attendees will compare their conclusions with the actual outcome, gaining practical insights into risk management, employee relations, and effective workplace decision-making.

Key Takeaways:

- Evaluate workplace scenarios through the lens of employment law, HR best practices, and organizational risk.
- Strengthen decision-making skills by identifying compliant, practical, and legally defensible courses of action.
- Apply lessons learned to improve employee relations, reduce workplace risk, and make more confident HR and leadership decisions.

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Advanced ADA Accommodation Issues and How to Solve Them

Jonathan McGuire | Simons Hall Johnston PC



This course will be an interactive exploration of ADA accommodation issues drawing upon real life examples and cases. We'll do a case study of how some of these issues could have been avoided and how to address them if they arise with one of your employees. *Please note: While not required, this course will assume the attendees have a foundational understanding of the interactive process.

Key Takeaways:

- How to handle an employee's reasonable accommodation requests when the employee's condition changes.
- Under what circumstances extended leaves may be appropriate accommodation.
- How to handle employee discipline in the context of employees actively being accommodated under the ADA.

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AI Problems in Human Resources and Compliance

Brett Sutton | Sutton Hague Law Corporation



As businesses grapple with AI's ever-increasing role in their operations and industries at large, this workshop will explore some emerging concerns with the use of AI in hiring, promotion, and performance decisions, employee work product and protection of intellectual property, and other legal compliance issues.

Key Takeaways:

- Identify legal and compliance considerations when using AI to support hiring, promotion, performance management, and other employment decisions.
- Recognize ethical concerns and intellectual property risks associated with employee use of AI tools in the workplace.
- Apply best practices to protect sensitive data, maintain privacy, and reduce organizational risk as AI technologies continue to evolve.