

LEAP

LABOR & EMPLOYMENT LAW *Advanced Practices Conference*

March 19–21, 2025
Caesars Palace | Las Vegas, NV

“This is a great conference. The content and presenters were fantastic. I will definitely be attending next year.”

— Mary Anderson, CHRO,
Guthrie County Hospital

Presented by



and the



- 35 First-Class Training Sessions for HR
- Led by America’s Top Employment Lawyers and HR Experts
- Interactive Breakfast Roundtables
- “Learn from the Lawyers” Luncheon
- In-Depth Breakout Sessions
- Comprehensive Course Materials
- Personal Access to Legal Experts
- Unconditional Money-Back Guarantee

Dear Colleague,

HR professionals continue to be bombarded with a fresh string of challenges. A growing list of laws related to accommodations to keep up with, a rising number of retaliation cases with high-ticket verdicts and rampant workplace incivility are just a few of the issues you face.

It may seem daunting, but you're not alone.

Our legal experts at LEAP 2025 will offer actionable strategies to limit your legal risks. The lineup includes sessions addressing AI and HR, employee expression, workplace harassment, investigations and other issues that keep HR up at night. And don't forget about the November election. We'll be paying close attention to the agenda of whichever administration sits in the White House and examine key issues to prepare for.

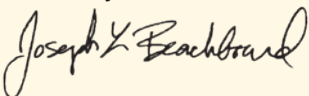
This highly rated employment law event is back at Caesars Palace Hotel & Resort in Las Vegas March 19–21, 2025. We have more to offer than ever before, as we've expanded an already extremely substantive program (without increasing the registration fee). We now have keynote luncheon speakers on Thursday AND Friday, and the program ends on Friday at 4:30. We also have FOUR pre-conference sessions and FOUR post-conference seminars, expanding our training offerings. You don't want to miss a single session, so make plans to stay until the end!

Here's what one of your colleagues said about the 2024 conference:

*"The material was very useful and covered relevant topics related to issues we are currently facing."
— Human resources manager, CMBRC, Inc.*

After you review the full agenda, go to **theleapconference.com** to save \$300.00 when registering with our special Early-Bird Rate. You'll leave with total confidence on how to address a multitude of issues in 2025 and beyond. I look forward to welcoming you to Caesars Palace for LEAP 2025!

Sincerely,



Joseph L. Beachboard, Esq., Moderator, LEAP 2025

P.S. Our unique schedule gives you one-on-one access to our experts on the topics that matter to YOU. They pride themselves on being available to discuss your unique situations and questions.

LEAP Kickoff Advanced Show Sessions

presented by *HR Employment Law Advisor*

WEDNESDAY, MARCH 19

Choose between these two morning workshops:

The Benefits Workshop

8:30 am–11:30 am

Speaker: Patrick Morrison

Open enrollment is crucial, but it's often daunting for HR teams. Join us to get a foolproof process for handling open enrollment, discover the right timeline to use and learn how to sell your plan to decision-makers, all while keeping the best interest of your employees and the company's goals at the center.

The Handbooks Workshop

8:30 am–11:30 am

Speaker: Anniken Davenport

With federal regulations expanding, workplace incivility rising and the NLRA cracking down on enforcement, it's more crucial than ever to keep your employee handbook up to date. Join legal expert Anniken Davenport in this interactive session that walks you through updating your handbook, policies that must appear and the ones to leave out. Bring your trickiest questions and leave with the tools needed to make crucial updates.

Transforming HR:

Shifting Perceptions and Elevating Impact

11:45 am–12:30 pm

Speaker: Hilary McClain

You may love your job, but mainstream media increasingly paints HR in a negative light. On top of that, employees who don't always trust HR often prefer approaching their managers about sensitive issues. Join us to learn how HR professionals can reinforce the value of their role to employees and leadership alike, and claim more space at the decision-making table.

12:30 pm–1:00 pm: Enjoy a boxed lunch

Crafting Legally Compliant Job Descriptions

1:00 pm–1:45 pm

Speaker: Anniken Davenport

Job descriptions are a recruiting tool—but they also serve as legal documents. If you don't list a job function, it's not considered an essential duty for ADA requests. Learn the necessary components of a job description, what updates you need to make, how often you need to make them and how to protect your company.

CONFERENCE AGENDA

LEAP
2025

Wednesday, March 19

3:00–5:00 pm

PRE-CONFERENCE WORKSHOPS

Choose between these engaging sessions presented by accomplished, nationally recognized speakers:

California's Employment Law Maze: Stay Ahead of the Curve

Every year, California employers face a staggering array of new court rulings, employment laws and state regulations. This session will dive into the most critical developments and explore clear strategies to meet these new obligations and manage emerging risks. A “must attend” session for any organization with employees in the Golden State.

Documentation Essentials and Pitfalls: The Art of HR Record-Keeping

In employment litigation, the side with the best documents usually prevails. Yet despite its critical importance, many companies (and especially managers) still struggle with proper documentation. This seminar will reveal where organizations commonly falter and how to ensure your managers adhere to best practices and follow essential documentation protocols.

A New Day for DEI

DEI training is under fire, leading some organizations to discontinue their programs. However, stopping them may send the wrong message to employees and key stakeholders, while creating legal risks. Join us as we explore how to build support for DEI programs and implement “change strategies” that will build buy-in from hesitant employees and executives.

The Hiring Workshop: Legal Strategies and Best Practices

Discover legally smart moves to improve your hiring process and avoid legal threats. Don't be tempted to relax your screening requirements to attract more workers. Learn the legally correct way to conduct background checks, credit checks, drug tests, skills tests and more.

Wednesday, March 19

5:15–6:00 pm

Networking and Welcome

Join us for a drink, relax and network with LEAP's expert speakers, staff and fellow attendees. Newcomers can take this chance to get the lay of the land, while returning attendees can catch up with old friends.

Thursday, March 20

8:00–8:45 am

Continental Breakfast and You Be the Judge

Put your HR expertise to the test at this favorite annual event. Collaborate with your colleagues to analyze real workplace challenges, showcase your HR acumen and learn from your colleagues. Plus, you might walk away with a prize.

9:00–9:15 am

Welcome to LEAP 2025

Moderator Joe Beachboard provides insights into the upcoming program and tips to get the most out of your time at LEAP.

9:15–10:00 am

Employment Law Update 2025: Key HR Challenges

Kick off LEAP 2025 as our expert speakers unpack the most pressing new challenges that impact your organization in this fast-moving session. From recent Supreme Court rulings to the surge in EEOC charges and emerging risks such as color bias, you'll gain practical strategies to address these issues head-on.

10:00–10:45 am

Washington Watch: Assessing Election 2024

The results of the 2024 election will bring drastic changes that employers will wrestle with for years to come. Our expert panel will break down the key changes and provide actionable insights on how to prepare your organization for the new political and regulatory environment.

11:00–11:30 am

Balancing Civility and Employee Expression in the Workplace

The line between maintaining workplace civility and upholding employees' expression rights is increasingly tense. This session will help employers craft policies that strike the right balance and minimize legal risks by diving into recent court rulings, regulatory guidelines and industry best practices.

11:30 am–12:00 pm

AI and HR: Shaping the Future Together

As AI becomes more affordable and accessible, HR departments have an opportunity to leverage data-driven insights like never before. However, a mix of evolving state laws and coming federal regulations means the landscape around AI is increasingly complex. Learn how HR can utilize AI to drive innovation, improve employee experience and enhance decision-making while staying on the right side of the law.



12:00–1:30 pm

LUNCH & SPECIAL KEYNOTE:

Harnessing Emotional Intelligence and Psychological Safety to Create a Thriving Workplace Culture

Speaker: Julius Rhodes

Many organizations face an unprecedented crisis: the struggle to genuinely connect with people as individuals. This talk delves into emotional intelligence and psychological safety, two concepts that are deeply intertwined and

(Agenda continued, next page...)

LEAP 2025 CONFERENCE AGENDA

Thursday, March 20, continued

essential for creating a thriving workplace culture. Participants will discover how these principles, when effectively applied, can transform the way employees interact, collaborate and communicate, ultimately leading to a more connected, resilient and thriving workplace.

1:45–2:30 pm and 2:45–3:30 pm

Breakout Sessions 1 and 2 (see boxes at right)

General Sessions

3:45–4:15 pm

Wage-and-Hour Pitfalls: Avoiding Common Employer Mistakes

Recent years have seen an explosion in lawsuits brought against employers for failing to comply with complicated pay-related issues. Coupled with evolving laws around pay transparency, overtime, breaks, reimbursements and remote work, the risk for employers is at an all-time high. In this session, you'll learn effective strategies to navigate these complexities and protect your organization from potential legal troubles.

4:15–4:45 pm

Wacky Employment Law Cases

Join us for this always anticipated session as we dive into 2024's craziest HR cases. With a large dose of humor, our speaker will make this a memorable conclusion to your day. You'll not only enjoy a good laugh but discover how to keep your company off next year's list of HR blunders!

4:45–5:00 pm

Wrap-up and Casino Chip Prize Drawing

5:00–6:00 pm

Cocktail Reception

Friday, March 21

8:00–8:55 am

Continental Breakfast and HR Roundtables

Enjoy breakfast and discussion about the latest HR issues, facilitated by one of our experienced seminar speakers.

9:00–9:10 am

Welcome to LEAP Day 2

9:10–10:00 am

What Keeps HR Up at Night: Strategies to Help You Sleep Well

More employment lawsuits are ending up in front of juries, and we're seeing big-ticket verdicts like never before. Coupled with an aging workforce, generational differences and the ongoing debates around DEI programs, HR faces an array of headaches. Our legal experts will tackle these issues (and more) and offer strategies to limit legal risk.



Thursday, 1:45–2:30 pm

BREAKOUT SESSION #1—CHOOSE FROM:

1) Managing Workplace Drug Issues: Policies, Compliance and Best Practices

Learn how the DOJ's proposal to move marijuana from a Schedule I controlled substance to Schedule III will affect you as an employer. Also, explore the latest state and federal laws related to marijuana, opioids and other drugs, and review best practices regarding drug testing.

2) OSHA Compliance: Employer Responsibilities for Workplace Safety

As OSHA intensifies enforcement and introduces new regulations, including a heat standard, it's essential for employers in every industry to stay up-to-date on the agency's expectations. Learn proactive strategies to ensure compliance, mitigate risks and maintain a safe work environment.

3) The Power of the NLRB: Protected Concerted Activities, Handbooks and Organizing

The NLRB's influence continues to extend into many areas of employment law. This session will guide you through your responsibilities under the NLRA, such as crafting legally compliant handbook policies. With union elections on the rise at companies of all sizes, understanding what to look for and how to be prepared for an organizing campaign is crucial.

Thursday, 2:45–3:30 pm

BREAKOUT SESSION #2—CHOOSE FROM:

1) Protecting Your Business Interest When Employer Agreements Are Under Attack

Noncompete agreements and other so-called "restrictive employment covenants" are in the crosshairs at the state and federal levels. The good news is that employers still have effective tools to safeguard their proprietary information. This session will cover the latest regulatory and legislative developments in these areas, providing strategies to secure your business interests.

2) Avoiding Costly Misclassification Mistakes: Employee vs. Independent Contractor

With the definition of independent contractors constantly shifting, and federal and state agencies ramping up their scrutiny of employee misclassification, many businesses are left feeling uneasy and at risk. In this session, we will clarify the latest rules and rulings, help you ensure your classifications are accurate and minimize your risk of expensive litigation.

3) Staying Ahead of Immigration Audits and Investigations

I-9 audits and worksite enforcement actions are intensifying, with multiple federal and state agencies ramping up their investigation efforts. This session will cover the latest enforcement trends and guide you through developing effective I-9 practices, conducting internal audits and minimizing legal exposure.

Friday, March 21, continued

10:00–10:30 am

Proactive Prevention: Identifying and Addressing Workplace Harassment

Employers who don't recognize and respond appropriately to harassment are extremely vulnerable to lawsuits. With new EEOC guidance and courts constantly expanding what constitutes "illegal harassment," the risks have increased. Learn how to identify harassment and hostility under the new guidance and stop the behavior before it causes irreparable harm to your employees, company reputation and bottom line.

10:45–11:15 am

Pregnant Workers—New Laws & Evolving Expectations

The EEOC's final regulations implementing the Pregnant Workers Fairness Act are now effective, and there's a long list of requirements for employers to follow. Learn all the important details, how to accommodate pregnant and postpartum workers, when you must grant leaves of absence and why you may have to remove essential functions from an employee's to-do list entirely.

11:15 am–12:00 pm

Surviving the Expanding Landscape of Reasonable Accommodations

Struggling to keep up with the growing number of laws requiring reasonable accommodations? Join the HR club. Learn when to say "yes" or "no" to extra leave, revised job tasks, altered workstations or modified schedules. This session will build on the preceding session and provide strategies to stay compliant with state and federal laws requiring accommodation of disabilities, religious practices and other protected characteristics.

12:00–12:45 pm

Lunch with the Lawyers

Do you have a burning question you've been eager to ask an expert? Now's your chance. During lunch, one of the program speakers will join each table, facilitating the discussion and offering insights and answers.



12:45–1:15 pm

KEYNOTE: Inside the Mind of a Plaintiffs' Employment Attorney

Speaker: Christian Gabroy

Understanding what plaintiffs' attorneys look for when deciding whether to take a case is valuable information. Not only might you avoid a lawsuit, but if you do get sued, you will be in a better position to successfully resolve the matter. In this talk, a leading Las Vegas employment lawyer will provide a rare glimpse into the strategies and tactics he uses to win cases against employers.

1:30–2:10 pm

Investigations: Getting It Wrong Is Not an Option

HR investigations are more critical (and challenging) than ever, especially in today's complex hybrid work environments. In this session, you'll learn the right approach to conducting thorough investigations, reaching legally defensible decisions and properly

documenting the entire process. Avoid common pitfalls and resolve workplace complaints efficiently and effectively with the tools acquired from this discussion.

2:10–2:40 pm

Key Takeaways from LEAP 2025

In this important summary of all three days of LEAP, a representative from each general session, breakout and workshop will share their key practical takeaways. Go back to the office with a checklist of top issues and action items.

2:40–3:10 pm

The Roundtable Players

In this litigious climate, we all need a laugh. Join the Roundtable Players for their entertaining game show-style conclusion to the LEAP seminar, with an employment law twist. Join the fun as a contestant and take home a prize!

3:10–3:15 pm

Program Closing and Grand Prize Drawing

We end the general session with some closing thoughts and the Grand Prize drawing for complimentary admission and free hotel accommodations for LEAP 2026!

POST-CONFERENCE WORKSHOPS

Friday, 3:30–4:30 pm

Stay with us after the general sessions conclude to participate in one of the following workshops:

Structuring Pay with Confidence: Transparency, Equity and Audits

With the rise of pay transparency and equity laws across the country, it's crucial to stay ahead of the latest developments. Minimize risk while implementing structured and consistent pay policies with the lessons from this workshop. Our expert speaker will also discuss the benefits of conducting a pay audit and guide you through the process to ensure compliance and fairness in your organization.

Building Connections for Increased Engagement

Understanding the true nature of engagement is key to achieving personal and organizational goals. In this entertaining workshop, you'll deepen your grasp of engagement and explore the dynamics of leadership, followership, dignity and trust. You'll also learn how to foster an inclusive environment where everyone feels valued and committed to shared success.

Conquering the FMLA's Trickiest Scenarios

Does dealing with the Family and Medical Leave Act make *you* want to take leave? It's such a stressful and confusing part of your job that it just might. This interactive session will take you through the trickiest HR scenarios. Bring your own situations and we will solve the toughest dilemmas.

You've Been Sued: How to Prepare and Prevail

Back by popular demand, this hands-on workshop led by two very experienced employment lawyers will help you understand the litigation process and how to be better prepared when your organization gets sued. The pair will also offer strategies to respond to and successfully resolve employment claims.



WELCOME TO CAESARS PALACE!

As famous as Las Vegas itself, Caesars Palace is the best-known casino resort in the world—and with good reason. What began as a grand casino honoring the indulgent luxuries of ancient Rome has evolved into something even more spectacular.

In your downtime, enjoy the Forum Shops, famous for its upscale stores and boutiques, and more than 20 restaurants, including Gordon Ramsay’s Hell’s Kitchen.

We look forward to welcoming you to Caesars Palace and LEAP 2025!



THE RESERVATION BLOCK FOR CAESARS PALACE IS NOW OPEN!

WWW.THELEAPCONFERENCE.COM/HOTEL

We’ve negotiated a rock-bottom room rate EXCLUSIVELY for LEAP attendees. Take advantage of the same great room rate for all four room nights—Tuesday to Saturday!

It’s a great rate for Friday night, so you can plan to stay for the whole program. The reservation cutoff is February 16, and rooms are limited, so make your reservation now.

Reservations can also be made by contacting Caesars at 866-227-5944. Ask for the LEAP conference rate.

“There were so many great takeaways from the week. Speakers were well educated and I enjoyed the variety of topics and networking opportunities.”

— Felicia Simmons
Director of Administrative Services,
Hampton Sheriff’s Office

CONFERENCE MODERATOR—JOSEPH L. BEACHBOARD



Joseph (Joe) Beachboard is a nationally recognized employment lawyer who has been moderating the LEAP program for each of its 21 years. He has more than 30 years of experience representing management in a wide variety of employment and labor matters in perhaps the most challenging state in the nation for employers—California. He is a founding member of the Management Labor and Employment Roundtable (a LEAP sponsor) and regularly speaks before human resources and employer groups on cutting-edge employment law topics.

He is frequently quoted in such leading publications as *The HR Specialist*, *HR Magazine*, *National Law Journal*, *Los Angeles Times*, *NY Times*, *HR Executive* and *Workforce*, and has been published in dozens of legal and business journals. Throughout his career in Los Angeles, Mr. Beachboard has represented dozens of studios and entertainment properties. He cites his most interesting project as working with the cast and crew of the television show *The Office*, from its pilot through the final season. He currently serves as president of Beachboard Consulting Group, dedicated to providing comprehensive advice to employers with innovative approaches.

More than 35 of the top employment lawyers... ...from the top law firms...from across the country

SPECIAL LUNCH SPEAKERS



Julius Rhodes
Founder, mpr group

On Thursday, **Julius E. Rhodes**, founder and principal of the mpr group, a human resources and management professional services firm, will speak on emotional intelligence and psychological safety.



Christian Gabroy
Gabroy Messer

On Friday, hear from Las Vegas plaintiff's attorney **Christian Gabroy** of Gabroy Messer. He has litigated more than 100 civil cases involving employment discrimination, wrongful termination and unlawful employment practices, including wage-and-hour cases. Gain a glimpse into the strategies and tactics plaintiff attorneys use to build and win cases against employers.



Brian Bradford
Las Vegas Sands



Richard Brann
Baker Botts



Larry Bridgesmith
Guardrail Technologies



C.B. Burns
Kemp Smith



Joseph T. Clees
Ogletree Deakins



Anniken Davenport
HR Employment Law Advisor



John Alan Doran
Sherman & Howard



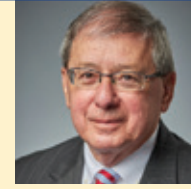
Dennis Davis
Ogletree Deakins



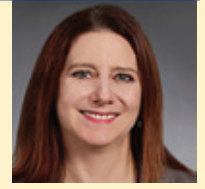
Dan Gallipeau
Dispute Dynamics



Greg Guidry
Ogletree Deakins



Charles C. High Jr.
Kemp Smith



Carrie Hoffman
Foley & Lardner



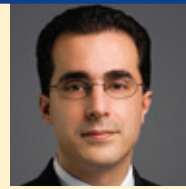
Amanda Jones
Cades Schutte



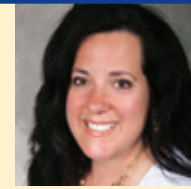
Daniel Kaplan
Foley & Lardner



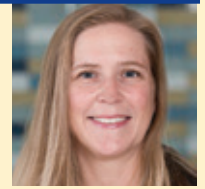
Jonathan Kaplan
Littler



Tony Martin
Ogletree Deakins



Hilary McClain
McClain Resources



Sandra McDonough
Quarles



Philip A. Miscimarra
Morgan Lewis



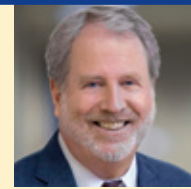
Mekesha Montgomery
Frost Brown Todd



Patrick Morrison
Marsh McClellan Agency



Scott Nelson
Baker Botts



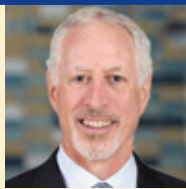
Michael O'Brien
Parsons Behle & Latimer



Richard A. Paul
Quarles



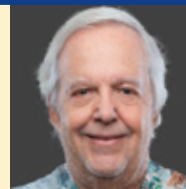
Kathy Perkins
Kathy Perkins LLC



Fred M. Plevin
Quarles



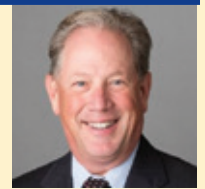
James Plunkett
Ogletree Deakins



Jeffrey S. Portnoy
Cades Schutte



Dave Powell Jr.
Garnett Legal Group



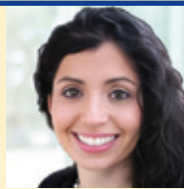
Paul Prather
Littler



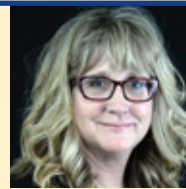
Ripa Rashid
Consumer Reports



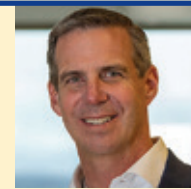
David Rittorf
Modern Management, Inc.



Dana Salmonson
UNFI



Jennifer Shaw
Shaw Law Group



Chris Thomas
Holland & Hart



Jennifer Trulock
Bradley Arant

LEAP 2025 REGISTRATION



March 19–21, 2025 • Caesars Palace Hotel & Casino • Las Vegas

Yes! I want to stay up on all the upcoming changes to HR and employment law. I understand my satisfaction is unconditionally guaranteed or my money back.

REGISTRATION INCLUDES:

- Access to all LEAP sessions, beginning 3:00 pm Wednesday
- Complimentary drinks and snacks
- Breakfast and plated lunches Thursday & Friday
- Cocktail event with legal experts Wednesday & Thursday
- Special attendee-only bonus gifts and prize drawings
- Comprehensive course materials and digital resources
- 8 roundtables with access to legal experts
- And more!

“[LEAP] is always an excellent way to expand your knowledge and engage with your HR peers, knowledgeable attorneys, and subject-matter experts.”

— James Farmer, HR Manager, Rheosense, Inc.



The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval. Business Management Daily is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP® or SHRM-SCP®.

*Register now and **save \$300.00** with the Early-Bird Rate!*

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1-800-543-2055



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**LEAP
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\$1,495

**LEAP
2025
CONFERENCE**

PLUS access to Wednesday's
LEAP kickoff sessions
~~\$2,395~~ **\$1,995**

ACT NOW! Our EARLY-BIRD RATE is available only through February 19, 2025.

➡ *Discounts available for group reservations. Contact Judd Nathanson at 703-905-4515.* ⬅

Cancellation policy: Participants will receive a full refund (minus a \$150 processing fee) if cancellation is received by February 28, 2025. Cancellations received from March 1, 2025, through March 7, 2025, are nonrefundable but can be transferred to the LEAP 2026 conference, or an alternate may attend in place of the original registrant. Cancellations on or after March 8, 2025, are nonrefundable and transfers are not permitted.