



ANNUAL
LEGAL CONFERENCE
 TUE | APR 19 | 2022



THANKS TO OUR SPONSORS



SHRM-Memphis Hybrid Legal Conference Agenda At A Glance • April 19, 2022, 7:30 AM - 5:15 PM

7:30 am - 8:20 am Early Bird Session	The Effects of the Pandemic on Employee Benefits, ERISA & Obamacare	ERISA Panel: Frank Carney, Evans Petree, Elizabeth Friary, Evans Petree, Austin Baker, HRO-Partners, Moderator
8:20 am - 8:40 am	Conference opening and introductions	David Dufour, President, SHRM-Memphis VP Human Resources, Bank of Fayette County
8:40 am - 9:15 am	Diversity, Equity, & Inclusion in the Age of Covid	Judge Rhynette Hurd, Division Five, Shelby County Circuit Court
9:20 am - 10:15 am	How Much is Too Much? Compensation Issues in the Light of Covid	Panel: Rod Holmes, Reifers, Holmes & Peters, Robbin Hutton, Sr. Counsel, Labor and Employment Group, FedEx Express, Matt Harmon, VP Benefits, AutoZone, Moderator
10:25 am - 10:55 am	The New Turnover: Resignation in the Age of Covid	Frank Day, FordHarrison, Kim Hodges, Ogletree Deakins, Dean Katherine Schaffzin, University of Memphis Law School, Moderator
11:00 am - 11:45 am	Refusing The Job: Rebellion in the Workplace	Panel: Cheryl Patterson, MLGW, Greg Duckett, Baptist Memorial Hospital, Imad Abdullah, Regional One, Robyn Diaz, St. Jude, Tannera Gibson, Burch Porter & Johnson, Moderator
11:55 am - 12:15 pm	Lunch Break (Buffet Lunch for Luncheon Speaker)	Hilton Conference Area Lobby
12:15 pm - 12:40 pm	Lunch Speaker Performance Documentation, Managing The Process	Lisa Krupicka, Burch Porter & Johnson
12:55 pm - 1:40 pm	Tips from the Plaintiffs Bar: How Employers Can Avoid Getting Sued!	Maureen Holland, Holland & Associates, Tressa Johnson, Johnson & Bennett, Billy Ryan, The Donati Firm, Dan Norwood, Norwood & Associates, Moderator
1:40 pm - 2:05 pm	Has Immigration Caught Covid?	David Jones, Fisher Phillips Dr. Kathy Tuberville, U of M, moderator
2:10 pm - 2:45 pm	What Happens If The Traditional Performance Evaluation Goes Away? What's The Solution?	Alan Crone, The Crone Law Firm, Cindy Ettingoff, MALS, Angie Davis, Baker Donelson, Brad Federman, PerformancePoint, Moderator
2:50 pm - 3:20 pm	The strategic partnership—HR and Legal Counsel—What Makes It Work?	Sarah Norton, Chief Counsel Labor & Employment; Stephanie Doherty, International Paper, Global Cellulose Fiber; Jessica Neal, Chief Counsel, Litigation, International Paper
3:30 pm - 4:35 pm	A Day In The Life of a Covid-Impacted HR Manager	Interactive Learning Segment with SHRM-Memphis Players, Attorney Panel, Tom Henderson, Kim Hodges, Ogletree Deakins, Angie Davis, Baker Donelson, Courtney Leyes, Fisher Phillips, Cindy Ettingoff, MALS, Moderator
4:35 pm - 4:55 pm	Tips For Successful Courtroom Outcomes During The Pandemic	Courtney Leyes, Jeff Weintraub, Fisher Phillips, Dr. Deneen Lester, Salvation Army
4:55 pm - 5:15 pm	Conference Wrap-up and Door Prizes, On-demand Learning	Legal Conference Team, David Dufour, SHRM-Memphis President

On-Demand Sessions, Sessions Open April 20 --Availability ends June 15, 2022 in Whova

Evolving LGBTQ Issues in the Covid Era	Maureen Holland, Holland and Associates Professor Regina Hillman, University of Memphis Law School
Emerging ADR/Mediation Issues During The Pandemic	Allen S. Blair, Blair Mediation Cindy Ettingoff, Memphis Area Legal Services Dan Norwood, Norwood and Associates
New Strategies for Opposing Union Organizing in the Age of Covid. Will Labor Unions Go Where They've Never Been Before?	Martin Thompson, Fisher Phillips Jeff Weintraub, Fisher Phillips
Workplace Investigations in the Pandemic	Paul Prather, Littler Paul Tuberville, Paul Tuberville Consulting
DEI in the Covid Era	Panel Discussion, Kim Hodges, Ogletree Deakins, Eileen Kuo, US Attorney's Office, Tressa Johnson, Johnson & Bennett, Dr. Kathy Tuberville, University of Memphis, Moderator
New Horizons for Older Professionals in the Era of Covid	Dan Norwood, Norwood & Associates, Cindy Ettingoff, Memphis Area Legal Services (MALS), Jeff Weintraub, Fisher Phillips
Pay Equity— Where Are We Now?	Matt Gallagher, Littler, Mark Petzinger, University of Tennessee Health Sciences Center (UTHSC)

How to earn your recertification credits?

There are two certificate codes for the live-streamed, in-person session on April 19 and the on-demand sessions. If you are in attendance for April 19 in-person or in the Whova platform, your first certificate will be given to you that day as you leave (in-person) or emailed the next day (virtual).

For on-demand sessions, the sessions will open on April 20. You have until June 15 to review the sessions in Whova. The system will track your attendance so when you have completed all of the sessions, you will qualify for the next certificate. These will be sent out at the beginning of June and again after June 15. If you have technology problems, please let us know. If you can avoid using multiple devices per session, that helps in your "virtual" attendance.

For CLE credits, please contact Abby Tasman at Fisher Phillips, atasman@fisherphillips.com

The April 19 session will be edited and ready on or before May 2 if you would like to review a session or if you missed a session on April 19. Speaker PowerPoint presentations can be found in Whova as well as their bio information.

We hope you enjoy the conference and find ways that you can Transform, Transcend, and Trailblaze in your organization.

Questions? Please contact Dr. Kathy Tuberville, VP Programs, SHRM-Memphis at K.Tuberville@memphis.edu



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