

Focus. Agility. Perseverance.

Miami 2019
Corporate
Counsel
Conference

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The best attorneys, like elite athletes, are always preparing for the next challenge.

The Corporate Counsel Conference 2019 will help attorneys and senior HR executives address the latest developments in workplace law and regulations. New this year, we will also offer programming concentrated on the vitality and well-being of both the individual and the overall organization.

CONFERENCE DETAILS

Wednesday, March 13 – Friday, March 15, 2019

Mandarin Oriental Miami

500 Brickell Key Drive
Miami, FL 33131

REGISTRATION

Please visit jacksonlewis.com/CCC2019 to register.

The registration fee for CCC 2019 is \$695 per attendee.

Conference Highlights



THURSDAY, MARCH 14

Diana Nyad, world record-smashing performance athlete, will deliver a powerful keynote address. At the age of 64, in her fifth and final attempt, Diana successfully fulfilled her lifelong dream of completing the 110-mile swim from Cuba to Florida. Join us as she shares her inspirational story and insights into developing and sustaining high performance on an individual and organizational level.



FRIDAY, MARCH 15

Simon Bailey is dedicated to teaching people how to be fearless and design their own futures. Join us at CCC 2019 and Simon will challenge you to release your inner brilliance and become a Chief Breakthrough Officer – personally and professionally.

Conference Schedule

WEDNESDAY, MARCH 13

12:00 – 1:00 p.m.	Lunch
1:00 – 4:00 p.m.	Pre-Conference Workshop
7:00 – 9:00 p.m.	Welcome Reception

THURSDAY, MARCH 14

6:30 – 7:15 a.m.	Guided Walk
8:00 – 8:45 a.m.	Registration and Breakfast
8:45 – 9:15 a.m.	Welcome Address
9:15 – 10:45 a.m.	Rapid Fire
11:00 a.m. – 12:00 p.m.	Plenary Panel 1
12:15 – 1:15 p.m.	Breakout 1
1:15 – 2:15 p.m.	Networking Lunch
2:30 – 3:30 p.m.	Breakout 2
3:45 – 4:45 p.m.	Breakout 3
4:45 – 6:30 p.m.	Break
6:30 – 10:00 p.m.	Keynote Dinner Reception

FRIDAY, MARCH 15

6:30 – 7:15 a.m.	Beach Yoga
8:00 – 9:00 a.m.	Keynote Breakfast
9:00 – 10:00 a.m.	Plenary Panel 2
10:15 – 11:15 a.m.	Breakout 4
11:30 a.m. – 12:30 p.m.	Breakout 5
12:30 – 1:00 p.m.	Closing Remarks and Boxed Lunch

New This Year

Pre-Conference Workshop

Unconscious Bias: What Is It and What to Do About It

In recent years, there has been an increased business focus on unconscious bias.

Uniquely designed with an eye toward the in-house counsel's role in advising business leaders on unconscious bias initiatives and their legal implications, attendees will leave this three-hour interactive session with an understanding of:

- Unconscious bias and what it means
- The connection between unconscious bias and diversity and inclusion initiatives
- Types of cognitive biases
- Organizational strategies and methods for interrupting unconscious bias in the workplace
- Legal considerations when advising about anti-unconscious bias initiatives and training
- How to conduct an unconscious bias training

Professional Mindfulness

Increasingly, organizations are balancing the rewards of high performance with the mental health and well-being of their employees. CCC 2019 will infuse physical and restorative activities with substantive, professional instruction to promote balance on both an individual and organizational level.

Realizing Your Most Complete Potential

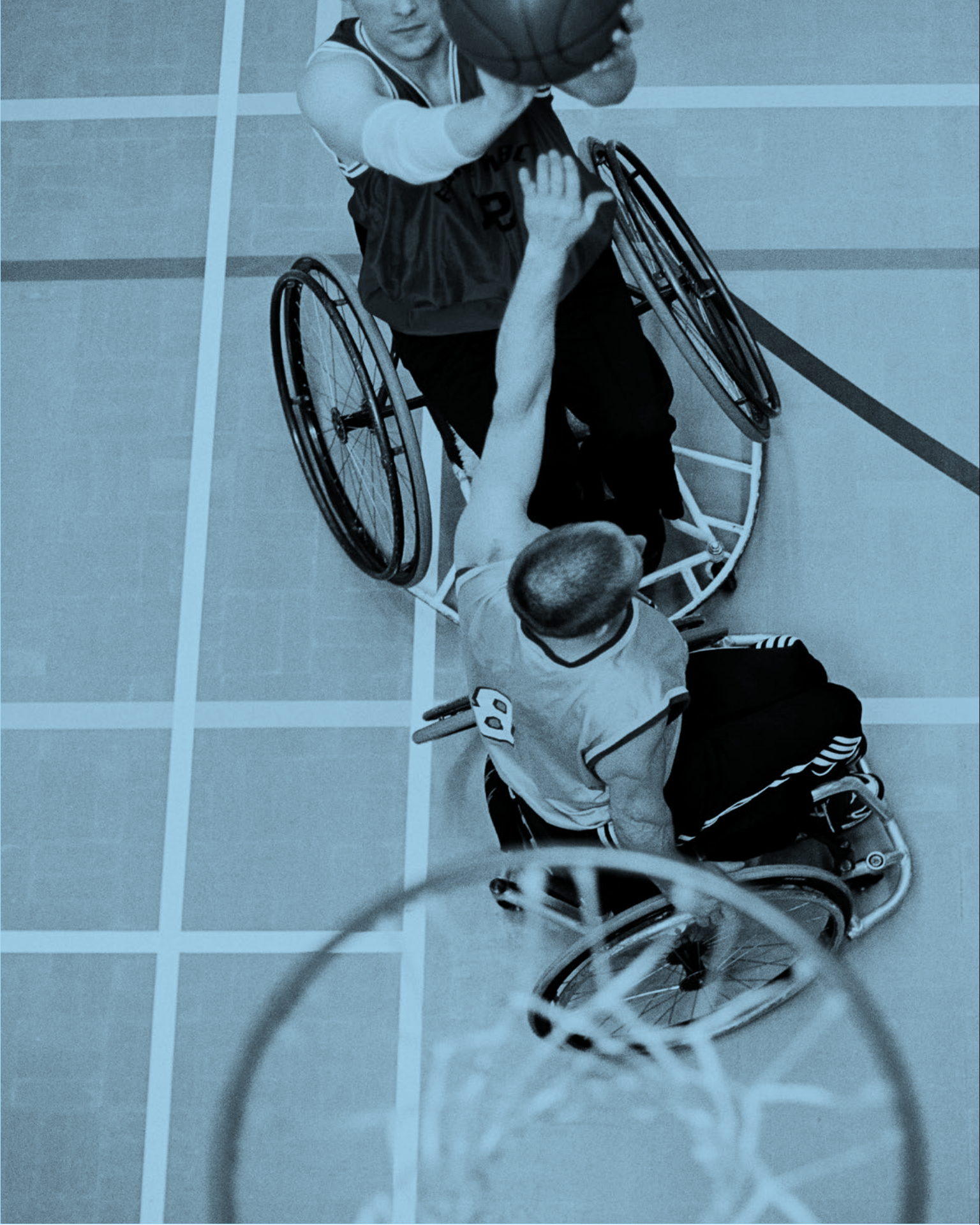
The executive relying on brainpower and adrenaline alone cannot sustain at peak levels for the long-term. Stress, exhaustion and burnout take their toll if not countered with activities that restore and replenish the mind. Those who embrace the balance of mind, body and spirit are better equipped to deal with the demands of daily life, in and outside of the workplace. Our speakers will discuss strategies to build routines and practices that can sustain high performance for the long-term and boost your career.

Restorative Activities

Prepare yourself for the rigors of the conference day ahead with one or both restorative activities:

Beach Yoga: Meet us on the beach for a pre-conference yoga session.

Guided Walk: Downtown Miami is rich with historic buildings and sites to keep walkers engaged on a pre-conference walk.



Rapid Fire: Nine Innings of Employment Law

This year, our rapid fire sessions kick off CCC's substantive programming, discussing some of the latest developments in labor and employment law in power-packed ten-minute segments.

INNING	TOPIC
1st	Changes in Title IX
2nd	Opioid crisis
3rd	Navigating through Puerto Rico employment law
4th	International privacy issues (GDPR)
5th	ADA website issues
6th	Employer-sponsored benefits
7th	S-T-R-E-T-C-H
8th	Healthcare
9th	Regular rate of pay

Plenary Sessions

In or Out of Bounds? HR as the Line Judge on Employees' Private Expression vs. Corporate Responsibility

As Americans increasingly engage in vocal and emotionally charged discourse about social issues in a wired and connected world, companies must make difficult decisions on how to support an employee's freedom of expression and privacy while mitigating legal and business risk. Hear how a panel of professionals in the field have responded to a range of challenging social issues including the #MeToo movement, pay equality, NFL players' protests and high-profile public demonstrations such as March for Our Lives.

Building Your Dream Team: Strengthen Your Company's Future Through Diversity and Inclusion Efforts

By 2055, the U.S. will not have a single racial or ethnic majority. This statistic, and other demographic changes, are impacting every aspect of our society, from politics to economics to the workplace. A diverse and inclusive workforce that is reflective and understanding of the customers it serves is essential to the future success of your organization. But, talk is not enough. This interactive and multi-media presentation will share cutting-edge ideas on how to achieve and retain a diverse and inclusive work environment that brings value to your organization and its customers. Our panelists will share their experiences, including insight into challenges they have overcome and the real-life benefits of having a diverse and inclusive workforce.

Breakout Sessions

Holding on the Defense: Must I Retain Every Document Ever Created or Risk Sanctions in e-Discovery?

You receive a demand letter sent on behalf of a group of current and former employees threatening to file a class or collective action alleging nationwide discriminatory policies and practices. You immediately send litigation hold notices. But who are the appropriate custodians when the allegations are broad and vaguely stated? Relying on developing case law and best practices, this session will help you properly navigate this vitally important step in the defense against a class or collective action.

The Class Action Plaintiff's Bar is on the Offensive: What's Your Game Day Strategy?

Companies continue to get hit with multi-million dollar class actions under the Fair Credit Reporting Act. Are you calculating employee annual and quarterly bonuses in the regular rate of pay when you calculate overtime? Are you advertising positions on social media? Do you know whether you are asking your advertisers to target specific groups of people, and excluding others from seeing the same opportunities? Have you dusted off your disclosure form before obtaining a background check? This session will explore the new class actions being brought around the country by experienced and sophisticated plaintiff's counsel.

ICEing Down: The Rise in Worksite Raids and I-9 Audits

Immigration and Customs Enforcement (ICE) audits and worksite raids have reached a record high across the country as the Trump Administration makes this a key priority

of its immigration policy. The agency has expanded its focus beyond undocumented workers, and onto those who employ them. Employers in the construction, critical infrastructure, food processing (especially meatpacking), manufacturing, hospitality and staffing industries are especially vulnerable. Additionally, sanctuary cities and sanctuary locations, federal contractors and those organizations using e-verify are at high risk for being audited. Attendees of this session will learn how to prepare for and respond to interactions with ICE and ensure the best possible outcomes.

Managing Your Injured Reserve List: Trends in Designing Paid Leave and PTO Programs

Although companies increasingly are seeking to design benefits that promote more flexible work arrangements, designing a consistent approach to paid time off and leave programs has never been more daunting. In this session, presenters will unpack the imposing array of federal, state and local laws that must be considered when designing a lawful and effective paid time off and leave program. Topics covered include state and local leave and wage payment law considerations, the FMLA and ADA wrinkles, hidden traps in unlimited PTO programs, global policy considerations and leveraging technology to track compliance obligations.

Keep Your Eyes on the Ball: The NLRB in Transition

Whether the issue is joint employment, arbitration agreements, class actions waivers, successorship, "quickie" elections, the scope of protected concerted activity, confidentiality of investigations, on-premises job actions,

employee email use for organizing purposes or bargaining unit composition, NLRB precedent is in the crosshairs. This program will assist in-house counsel with strategies to take advantage of implemented changes and additional employer-friendly decisions, rulemaking and other initiatives sure to follow.

Protecting Your Playbook and Navigating the New Reality: Non-Competes and Restrictive Covenants Under Assault

President Obama's 2016 "call to action" to reform non-compete laws in the U.S. has spurred a number of state and local legislatures to pass laws significantly limiting employers' utilization of non-competition restrictions. At the same time, state attorneys general have taken actions of their own, and the U.S. Department of Justice has zeroed in on employee non-solicitation. Learn what employers need to know and do to stay out of trouble.

Who's on First? Independent Contractor or Employee: You Make the Call

Many employers utilize independent contractors. But do they meet the legal classifications? Under the FLSA and similar state laws, the wrong determination can result in a significant monetary liability. In this mock trial-type presentation, speakers will present a fact scenario and then make closing arguments on behalf of both conclusions, leaving attendees to act as the jury and decide: independent contractor or employee? We will also evaluate the impact of the California Supreme Court's decision in *Dynamex Operations West, Inc. v. Superior Court of Los Angeles, No. S222732* that effectively overruled almost 30 years of precedent, dealing a significant blow to California's gig economy and other companies that retain contractors in the state.

Let's Play Ethics! Are you Playing by the Rules or Will You Get a Red Card?

In-house counsel face a number of ethics issues in their daily practice which can arise in a number of contexts, including interactions with internal clients, relationships with outside counsel, implementation of technology and use of social media. We will examine these issues using an interactive game show format designed to help you have fun while earning CLE ethics credit.

Money Ball: Using Predictive Analytics to Manage the Workplace and Litigate Claims

Imagine a workplace where you are able to identify problems before they arise and take proactive measures in recruitment, pay equity, diversity and retention matters to reduce the likelihood of them from happening. Imagine no more; the future is here. The modern employer has ready access to a wealth of information on its employees and applicants, that – when subjected to predictive analytics methods – reveal myriad clues to future issues that may arise. Equipped with this data-driven knowledge, employers can take action to confidently mitigate risk. And, if a claim does arise, predictive analytics can help drive litigation strategy. Join us as we remove the mystery around predictive analytics and offer best practice data-driven solutions for workplace success.

Get the Ball Rolling: Understanding How to Defend and Discuss Your Pay Practices

Everyone is talking about pay and they are doing so publicly. From the U.S. Women's Soccer team to Marc Benioff, and employees of high profile companies in between, people are concerned about pay. The states, shareholders and class-action attorneys are taking action. Against this rapidly developing, highly publicized and emotionally charged backdrop, the paramount question is whether

your company's pay practices will withstand scrutiny. A close second is the question of whether you should add your company to the public discussion. Join us as we utilize interactive technology and modeling to explore potential explanations for, and the defensibility of, your pay decisions as well as the pros and cons of going public.

Anatomy of a Workplace Crisis: How to Maintain Balance When All Hell Breaks Loose

This interactive session will take you through a scenario involving a terrible on-the-job incident. A wide range of safety issues come into play. Will you be able to spot them all? How will you respond when crisis strikes in your workplace?

Down for the Count: The FBI Shows up to Arrest the CEO; Now What? Steering Clear of the Criminal Law Mine Field and Surviving the Blast if it Occurs

Businesses and executives face myriad issues that may cross the line from regulatory concerns to potential criminal law violations—whether as victims of the unlawful activity or targets of a government investigation. The range of issues may include employing undocumented workers, receipt of kickbacks and other forms of financial fraud, theft of trade secrets, various forms of cybercrime and violations of such statutes as the False Claims and Foreign Corrupt Practices Acts. Presenters will examine how to avoid such crises and effectively navigate them if they do occur. We will provide an insider's look at how the government approaches criminal investigations and the arsenal of weapons at their disposal.

In the 2019 Workplace, Agility is More Critical Than Ever Before: Is Your Company Prepared for a Natural Disaster?

Recent natural disasters like Hurricanes Harvey, Irma, Maria, Florence and Michael remind

us of the importance of having a disaster recovery plan that encompasses protection of employees, customers and the company's property. Several areas of workplace law come into play when facing this type of emergency. In this session, we will discuss issues regarding wage and hour, leave and accommodations, data management & security, employee benefits and best practices to stay afloat during a crisis.

Stepping Up to the Plate: Using the #MeToo Movement to Make Meaningful Change Happen

Employers in every industry are engaged in a national conversation around inappropriate workplace conduct. Culture-management cascades from the top and can be used to prepare your workplace for the challenges ahead. Join us for a legal update and honest discussion about how to frame the issues surrounding the #MeToo movement that are affecting both employees and customers, and learn how to protect the value of your company.

Coaching Soccer When All You Know is Football: Managing Global Labor and Employment Issues From the U.S.

The good news is that your responsibility has expanded from the U.S. to the entire globe; the bad news is you have no additional resources and no additional compensation. How do you ascertain best practices in handling global matters including: implementing codes of conduct, establishing companywide discrimination/harassment policies, developing a consistent restrictive covenant strategy, and carrying out cross-border investigations? Are there specific in-country, local issues impacting your decision making that you need to understand? What should be the respective roles of the law department, HR, and compliance? How do you know when to refer a matter to outside resources? A panel of current and former in-house counsel will provide helpful insights through a discussion of hypothetical situations.





CONTINUING LEGAL EDUCATION

This program may qualify for up to 11 hours of Continuing Legal Education (CLE) credits, depending on jurisdiction. Jackson Lewis is an accredited provider of CLE in California, Missouri, Nevada, New York, Pennsylvania and Texas.

REGISTRATION

The registration fee for CCC 2019 is \$695 per attendee. The registration fee includes resource materials, meals and associated activities. The fee must be paid in full at registration. Please visit jacksonlewis.com/CCC2019 to register.

Hotel room reservations are the responsibility of the registrant, and rooms must be booked separately from the conference registration. Please visit jacksonlewis.com/CCC2019 for more information.

For information about the firm's financial hardship policy, please contact Adrienne Reiff at (267) 319-7834 or Adrienne.Reiff@jacksonlewis.com.

For further information about CCC 2019, please contact Ramlah Bari, Events Manager at (703) 483-8377 or Ramlah.Bari@jacksonlewis.com.

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