

ScottHulse PC

ATTORNEYS AT LAW

10th
ANNUAL



March 1, 2018

Labor and Employment Law Seminar

A Superhero's Guide to Unlocking Labor and Employment Powers



Earn HR, CLE, & CPE Certification Credits | Register at ScottHulse.com

A SUPERHERO TRAINING FOR:

- Business Owners
- Executives
- HR Professionals
- In-House Counsel
- Managers
- Supervisors

IN PARTNERSHIP WITH:



Sign up by December 21st and SAVE \$50



ADVANCED SUPERHERO TRAINING

Earn superhero status by learning skills and proactive strategies to reduce risk while protecting your business.

- Learn about new Executive Orders and other changes to the ACA
- Tackle social media in the workplace and learn how to best manage it for your organization
- Learn all about conducting legally compliant investigations and avoiding legal landmines
- Equip yourself with strategies for dealing with different types of difficult personalities at work
- Be prepared for any kind of government audit and learn all about new compliance rules for 2018
- Learn how to traverse the tangled web of workplace leave laws
- Discuss topics and questions presented by you and your peer group
- Protect your business and your team through effective, timely risk management techniques
- Receive valuable information regarding recent changes and developments in labor and employment law, and what you can do to proactively manage risk through awareness and preemptive measures
- Engage in interactive learning experiences that enhance your managerial and coaching skills
- Avoid legal pitfalls and stay current on significant changes to labor and employment laws, trends, and best practices that impact your workplace

TO LEARN MORE ABOUT OUR SCOTTHULSE ATTORNEYS, VISIT:

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@ScottHulseLaw



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JOIN THE AREA'S SUPERHEROES-IN-TRAINING:

- Business Owners and Executives
- Those Who Handle Hiring and Terminations
- In-House Legal Counsel
- Anyone Starting a New Business
- Human Resource Professionals
- Anyone with Labor and Employment Questions or Concerns
- Managers and Supervisors



Earn HR, CLE, and CPE Credits and a Certificate of Completion

SUPERHERO TRAINING ACADEMY TOPICS

THURSDAY, MARCH 1, 2018 • 8 a.m. – 4:30 p.m.

EPCC Admin. Center 9050 Viscount Blvd. Bldg. A – Auditorium



8:00 – 8:30 **AVENGERS ASSEMBLE!**
Registration | Continental Breakfast

8:30 – 8:45 **WELCOME**
Rosemary Marin, Chair, Labor & Employment Practice Group

8:45 – 9:00 **ScottHulse Doom Patrol: Freaks, Outcasts, and Social Misfits**

9:00 – 9:45 **UNRIDDLE THE RIDDLER: Latest Developments on the Affordable Care Act (ACA)**
Learn about new Executive Orders and ACA regulations that are crucial to managing health plan compliance in 2018 and beyond, all while obtaining X-ray vision for changes to come.
Presenter: Casey Stevenson

9:45 – 10:25 **FASTER THAN A SPEEDING BULLET: Managing Social Media in the Workplace**
Get up to speed on the latest laws regarding social media in the workplace. Learn to weigh legal risks against employee rights, obtain special tools for preventing illegal conduct and disparagement, and gain the power to knock out social media abusers.
Presenters: Jimmy Feuille, Andrew Velazquez

10:25 – 10:45 **TIME TO VISIT THE FORTRESS OF SOLITUDE**
Break

10:45 – 11:30 **RESPONDING TO YOUR COMPANY'S BAT SIGNAL: Conducting Legally Compliant Investigations**
Use your indomitable will to tackle legally volatile situations with confidence. Learn to apply your genius intellect and detective skills to safely investigate complaints, gather and evaluate evidence with your golden lasso of truth, safeguard your workplace, avoid legal landmines, and win in court.
Presenters: Blake Downey, Francisco Ortega

11:30 – 12:45 **SUPERHEROES UNITE!**
Networking Luncheon, Served by EPCC Culinary.

12:45 – 1:00 **ScottHulse Doom Patrol: Freaks, Outcasts and Social Misfits**

1:00 – 1:45 **KAPOW TO THE MISCHIEF-MAKERS!: Protecting Against Difficult Employees**
Equip yourself with savvy strategies to deal with different types of difficult personalities at work that can destroy your planet. Learn how to stop real life villains in their tracks like narcissists, gossipers, anger addicts, disruptors, guilt-trippers, drama creators, praise junkies, do-nothings, and others.
Presenters: Rosemary Marin, Andrew Velazquez

1:45 – 2:45 **TRUTH, JUSTICE AND THE AMERICAN WAY?: Governmental Compliance Rules in 2018 and Beyond**
Gain super strength to conquer on-going challenges and be ready for audits by the DOL, DOJ, DHS, OSHA, NLRB, EEOC and other governmental agencies under a new Administration.
Presenters: Blake Downey, Henry J. Paoli, Andrea Moran

2:45 – 3:05 **PLEASE DO NOT LEAVE THE PLANET**
Break

3:05 – 3:50 **THE WEB OF CONFUSION: Untangling the Web of Workplace Leave Laws**
Use your super human resources power and sixth sense to win while defying logic related to workplace leave laws (Workers' Compensation, Americans with Disabilities Act, Family Medical Leave Act). Work with speed and agility through fun but challenging problems that are sticky, intertwining and sometimes collide.
Presenters: Jimmy Feuille, Rosemary Marin

3:50 – 4:30 **ALL-STAR SQUADRON: Q&A with the Attorneys**
Fling your most difficult legal questions at our panel of experts on a variety of employment law topics.
Presenters: All attorneys

A SUPERHERO'S GUIDE

to Unlocking Labor and Employment Powers

THURSDAY, MARCH 1, 2018
8 a.m. – 4:30 p.m.

SPACE IS LIMITED!

EPCC Admin. Center 9050 Viscount Blvd. Bldg. A – Auditorium

PARKING: Free parking is available in Lot B of the Administrative Service Center

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RESERVE YOUR SEAT TODAY:

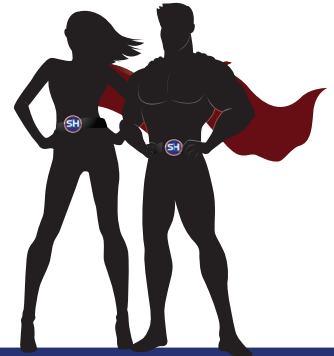
Register online at www.ScottHulse.com

OR mail this form with payment to:

ScottHulse, P.C. Attn: Jessi Sanchez
201 E. Main Dr., 11th Floor
El Paso, Texas 79901

REGISTRATION INCLUDES:

- Full Day Seminar
- Seminar Reference Materials
- HR, CLE, and CPE Credits
- Certificate of Attendance
- Continental Breakfast
- Lunch & Snacks
- Door Prizes



EARLY BIRD REGISTRATION: \$150
ends December 21, 2017

REGISTER EARLY
and save **\$50**

REGULAR REGISTRATION: \$200
ends February 28, 2018

Company:				Phone:		-		
Address:			City, State:		,		Zip:	
Name:				Title:				
Email:								

OTHER ATTENDEES FROM YOUR COMPANY

there is no limit to the number of registrants per company

Name	Title	Email
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PAYMENT

please check one

☐ Check (enclosed) for \$_____ for _____ attendee(s), payable to **ScottHulse, P.C.**

☐ Credit Card for \$_____ for _____ attendee(s) **Pay by card easily online via ScottHulse.com**

Card number: _____ Expiration date: _____ Security Code: _____

Billing name: _____

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QUESTIONS: Contact **Jessi Sanchez** at 915.546.8314 or jsan@scotthulse.com

ROSEMARY MORALES MARIN



Rosemary is a shareholder and a member of the Firm's Board of Directors. She leads the Firm's Labor & Employment and Education practice groups. Rosemary is Board Certified in Labor & Employment Law by the Texas Board of Legal Specialization and is licensed to practice law in both Texas and New Mexico. She is an experienced trial lawyer who has never lost an employment trial in which she served as first chair.

She has been as a "AV Preeminent" lawyer by Martindale Hubbell for her professional excellence, has been named among the "Best Lawyers in America," by the board of Best Lawyers, "Top 10 Employment Lawyers in Texas" by Woodward White, and as a "Texas Super Lawyer" by Thompson Reuters. She is actively involved in the community and has served on several boards of non-profit and faith-based organizations.

FRANCISCO J. ORTEGA



Francisco is a shareholder whose experience encompasses complex commercial litigation, appeals, and labor and employment law. In the area of labor and employment law, he has experience handling employment litigation, providing preventive advice, assisting in audits by various state and federal agencies, and successfully representing employers in union elections. In the area of business litigation, he was recognized as a

2017 and 2018 "Texas Rising Star" by Thompson Reuters, as published in Texas Monthly Magazine—a designation given to no more than 2.5 percent of Texas attorneys under the age of 40.

HENRY J. PAOLI



Henry is a shareholder who practices in the Firm's Commercial Litigation, Appeals, and Construction Law practice groups. In the area of construction law, his experience includes assisting employers with OSHA citations, prosecution and defending construction defect claims, and breach of contract claims related to construction contracts. Henry is Board Certified in Civil Appellate Law by the Texas Board of Legal Specialization. His experience in

commercial litigation includes handling lawsuits involving a wide variety of claims, including breach of fiduciary duty claims, claims involving lost profits, warranty claims, and claims involving allegations of deceptive trade practices.

CASEY S. STEVENSON



Casey is a shareholder who chairs the Firm's Client Development and Retention Committee. He practices primarily in the areas of commercial litigation, bankruptcy and creditors' rights. He also advises clients regarding the Patient Protection and Affordable Care Act (ACA). Casey received his Doctor of Jurisprudence with high honors from Texas Tech University. He was named a "Texas Rising Star" in 2009-2016 by Thompson Reuters,

as published in Texas Monthly Magazine and Law & Politics magazines—a designation given to no more than 2.5 percent of Texas attorneys under the age of 40. Casey is licensed in Texas and New Mexico and represents clients in both state and federal court.



ANDREA MORAN



Andrea is an associate attorney in the Firm's Cross-Border Business, Immigration, and Healthcare practice groups. Andrea has experience in assisting businesses with international contract matters as well as bringing employees to work in the United States with work visas such as the L-1, TN NAFTA, H-1B and other visas as well as with other general immigration matters. Andrea attended the University of Washington in Seattle

where she earned her Bachelor of Arts degree in Law, Societies and Justice. She earned her Doctor of Jurisprudence from Thurgood Marshall School of Law in Houston, TX.

M. BLAKE DOWNEY



Blake is an associate attorney practicing in the Firm's Litigation, Labor & Employment, and Education practice groups. Prior to joining ScottHulse, Blake served as the Director of H.R. and In-House Counsel for an automotive group with dealerships located nationwide. Blake has experience in employee benefits administration, employee investigations, management training, preparing employee handbooks and policies,

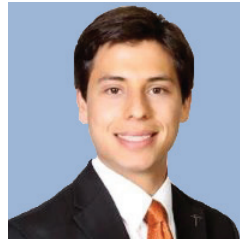
establishing employee hiring and firing guidelines, and helping clients with proactive management. Blake is licensed to practice law in the State of Texas and Commonwealth of Kentucky.

JIMMY FEUILLE



Jimmy is an associate attorney practicing in the Firm's Litigation, Labor & Employment, Creditor's Rights, Bankruptcy & Restructuring, Construction, and Education practice groups. Jimmy attended the University of Texas, where he earned his Bachelor of Arts degree in History with a minor in Business Administration. He earned his Doctor of Jurisprudence degree at the University of Texas School of Law.

ANDREW VELAZQUEZ



Andrew is an associate attorney in the Firm's Litigation and Labor & Employment practice groups. Prior to joining ScottHulse, Andrew served as a judicial law clerk for the Court of Appeals for the Eighth District of Texas. Andrew attended the University of Texas at El Paso, where he earned his Bachelor of Business Administration in Finance and Economics. He earned his Doctor of Jurisprudence at the University of Texas School of Law.

2017 LABOR & EMPLOYMENT LAW SEMINAR **REVIEWS**



"I have found that this seminar is the best source of accurate, up-to-date information regarding employment law. When the seminar is brought to life with each year's theme, it helps in understanding the information even better."

Nora Ellis, Owner
LER & Associates

EXTREMELY INFORMATIVE

"This is a must for every business professional! The sessions cover areas for day-to-day practice and give you the answers you're looking for. The sessions are so important because they identify red flags and tell you what you need to know."

Tommy Cano, President
Cano HR Group



I really enjoyed the conference. Everything was very relevant for us as employers and is delivered in a way that is really engaging. I would tell others that this conference provides really great information that they can utilize in their place of employment.

Lorena Navedo, Chief Administrative Officer
University Medical Center

THE INFORMATION IS AWESOME!

I didn't know what to expect...I didn't know it was this big of a seminar. The information was amazing and it was actually a lot of fun to learn.

Mayra Bustillos, Immigration Paralegal
Texas Tech University



That's our team.
***We're
your team!***

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REGISTER ONLINE AT:
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ATTORNEYS AT LAW

EL PASO
201 E. Main Dr.
11th floor
El Paso, TX 79901
915.533.2493

LAS CRUCES
201 North Church Street
Suite 201
Las Cruces, NM 88001
575.522.0765

SAN ANTONIO
700 N. Saint Mary's Street
Suite 1400
San Antonio, TX 78205
210.202.2315

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 ScottHulse-P-C
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