

Speakers:

Benefits/ERISA/ACA: David Schiller, JD, Partner, Baker Botts LLP

David I. Schiller is a Partner in the Employee Benefits and Executive Compensation Practice Group and a resident of the Dallas office.

Mr. Schiller's Executive Compensation practice runs the full gamut of tax, ERISA, accounting, stock exchange, proxy advisor, corporate and securities law aspects of equity compensation (public and private); nonqualified deferred compensation; SERPs; executive employment agreements, golden parachutes and other change in control arrangements; severance, confidentiality, noncompete contracts; performance bonus and incentive plans; director's pay; rabbi trusts; split dollar life insurance; excess benefit and top hat plans; and the like.

His experience also includes extensive transactional work on employee benefit related areas of mergers, acquisitions, IPOs, credit agreements, plan assets and private placements. He is a 1983 graduate of Stanford Law School with high honors, where he served on the Stanford Law Review, and has a Bachelor of Arts in political philosophy from Cornell University honors program, graduating summa cum laude in 1980.

Immigration Under Trump Administration: John Smart, JD, Partner, Nell Nunnally & Martin LLP

Following a four-year stint with the U.S. Army Judge Advocate General's Corps, including two years as a Special Assistant U.S. Attorney for the Western District of Texas, John Smart has devoted his practice to the representation of management in traditional labor, employment and immigration law matters. Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization, John has extensive first-chair experience in the defense of claims under Title VII of the Civil Rights Act of 1964, Age Discrimination in Employment Act, Americans with Disabilities Act, Fair Labor Standards Act, Occupational Safety and Health Act and National Labor Relations Act. He also handles all forms of common law employment claims, including actions for unfair competition, violations of non-competition and employment agreements, and claims for defamation, tortious interference with contract, intentional infliction of emotional distress and other tort actions. In addition, John devotes a significant amount of time to human resources counseling, negotiation and drafting of employment and severance agreements, and the preparation and review of employee handbooks and personnel policies.

Apart from his litigation and counseling practice, John is the leader of the firm's immigration law practice, which involves obtaining both immigrant and nonimmigrant visas for key foreign employees of firm clients. John is well versed in the procedures for obtaining visas for specialty occupations workers, intracompany transferees, multinational executives and managers, treaty and trade investors, professional athletes and coaches, physicians, surgeons, nursing personnel and outstanding researchers.

Gender Identity & Sexual Orientation: Dustin Paschal, JD, Founding Partner, Simon & Paschal PLLC

Dustin has always had a passion for employment law Dallas TX. He attended Baylor University where he graduated in 2002 with a B.B.A. in Human Resource Management. While at Baylor, Dustin interned with the Vice President of Human Resources at a national manufacturing company where he experienced first-hand the employment issues facing companies and individuals today. After graduating from Baylor, Dustin attended Baylor School of Law and graduated with a J.D. in 2005. Since graduating, Dustin has practiced exclusively in the area of Employment Law and Business Law.

Dustin has represented and advised large multi-national corporations, small businesses, and individual employees and executives. He has handled a variety of employment matters, including

discrimination and harassment cases, lawsuits involving non-compete agreements, and multi-state collective actions involving wage and hour issues. In addition to his litigation practice, Dustin has also reviewed individual employment contracts, drafted employee handbooks, and assisted companies on a variety of general contractual issues. Dustin takes great pride in helping his clients avoid litigation through proper planning but when his clients need it, Dustin provides aggressive and principled litigation counsel.

Dustin is a member of the State Bar of Texas and the Dallas Bar Association. As a former active member of the Dallas Association of Young Lawyers, Dustin served five terms on the Board of Directors and served as a Co-Chair for numerous committees. Dustin also is a Sustaining Life Fellow of the DAYL Foundation, a Fellow of the Dallas Bar Foundation and a former Associate Member of the Patrick E. Higginbotham Inn of Court. Dustin also serves as the President on the Board of Directors of DallasHR, the Dallas chapter of the Society of Human Resource Management.

Drug Policies & Medical marijuana: Julia Gannaway, Partner, Lynn Ross & Gannaway, LLP

Julia Gannaway is a partner of Lynn Ross & Gannaway, LLP. She worked previously in the City Attorneys' offices of two different cities: Bryan and Odessa, and possesses a management-oriented perspective when addressing the unique issues that arise when working for the client that is a governmental entity. Her area of practice focuses primarily on advising and defending public sector employers, and includes: advising and representing management clients in the private and public sector in all aspects of labor and employment law, such as Title VII, FLSA, USERRA, ADA, ADAAA, ADEA, FMLA, and the Texas Whistleblower Act; counseling clients regarding personnel policies and practices, termination, discipline, unemployment compensation, privacy issues, workplace torts, National Labor Relations Board elections and negotiations; and providing training and directing investigations into allegations of workplace misconduct.

Julia works closely with numerous public sector clients, including police and fire administrators on matters relating to Chapter 143, Texas Municipal Civil Service, and she represents department heads in disciplinary hearings before civil service commissions and third party hearing examiners. Julia also counsels clients on day-to-day issues as they arise, including drafting ordinances and resolutions for governmental entities. She also advises public sector clients on the Texas Public Information Act (the "Open Records Act") and the Open Meetings Act.

Hiring & Recruiting Compliance: Christie Newkirk, Shareholder, Quilling, Selander, Lownds, Winslett & Moser, P.C.

Ms. Newkirk's practice includes employment law litigation as well as employment law counseling and transactional work. She regularly represents clients in lawsuits and administrative proceedings involving federal and state employment law statutes (such as Title VII, the ADEA, the ADA, Texas Labor Code, etc.) as well as litigation involving allegations of theft of trade secrets and violation of non-competition and non-solicitation agreements. Ms. Newkirk also works with clients on complex employment law counseling issues such as managing discipline and terminations in high risk scenarios (which may involve employees who fall within multiple protected categories or are high-ranking executives), managing leaves of absences and navigating the issues raised by the FMLA, ADA and workers' compensation statutes, and conducting sensitive or high level internal investigations. She has significant experience in planning and executing reductions in force, which includes evaluating the risks raised by the proposed reductions and drafting employee communications and severance agreements. Ms. Newkirk assists clients with drafting executive employment agreements as well as non-competition, non-solicitation and confidentiality agreements. She regularly advises clients on appropriate classification of employees as exempt or non-exempt under FLSA and of workers as employees or independent contractors under state and federal statutes; she handles

administrative proceedings and litigation on these subjects as well. Ms. Newkirk also teams with transactional lawyers to perform due diligence and review and provide advice on the employment law aspects of merger and asset purchase agreements.

Wage & Hour: Angela Green, Shareholder, Ogletree Deakins PC

Ms. Green is Board Certified by the Texas Board of Legal Specialization in Labor and Employment Law. Ms. Green has extensive experience representing and advising management in labor and employment matters. She frequently defends employers facing discrimination, harassment, and other employment-related claims in federal and state court and before administrative agencies. Ms. Green spends a considerable portion of her practice representing employers in wage and hour collective actions. Her work also includes assisting clients with FLSA compliance. For example, Ms. Green was asked to audit the compensation practices of one of the country's largest employers. Ms. Green also prosecutes and defends actions on behalf of employers involving constructive discharge, breach of employment agreements and other contractual matters.

Ms. Green has personally handled all aspects of the litigation process, including valuable trial experience involving both jury and bench trials. In addition to her labor and employment practice, Ms. Green has represented businesses, governmental entities and individuals in matters involving business and commercial disputes, contract disputes, products liability, personal injury, condemnation and complex torts. Ms. Green has not only represented private entities, but has also represented governmental entities in the public sector.

Originally from Texas, Ms. Green received her J.D. from the University of Memphis - Cecil C. Humphreys School of Law in 2003, where she graduated summa cum laude, received numerous accolades and awards, and served as a Lead Editor of the University of Memphis Law Review.

Winning TWC Unemployment Claims: John Hagan, Founding Attorney, Hagan Law Group LLC

John Hagan is a trial lawyer Board Certified in Labor & Employment Law by the Texas Board of Legal Specialization and focuses primarily on employment law in the Firm's Dallas office. He advises and defends corporate employers, both large and small, on employment disputes, including clients who have not subscribed to the Texas Workers' Compensation Act and those with unionized employees. He also advises and defends corporate clients on commercial and insurance litigation issues.

Mr. Hagan also helps employers avoid and, if possible, resolve employment disputes before they ever reach litigation. He advises clients on a wide variety of employment issues arising under both state and federal law, including issues arising under applicable collective bargaining agreements. He will review company policies, procedures and handbooks for compliance with the law, and will suggest and implement appropriate revisions. Having enforced numerous arbitration agreements, he can also advise clients whether an arbitration policy would be appropriate for their business.