

## FREE REGISTRATION

**Labor & Employment  
Breakfast Briefing**  
Thursday, March 4th

**E-Mail Registration**  
ksharpe@taftlaw.com

### By Fax or Mail

Name \_\_\_\_\_  
Title \_\_\_\_\_  
Company \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_  
State \_\_\_\_\_ Zip \_\_\_\_\_  
Phone \_\_\_\_\_  
Email \_\_\_\_\_

### Fax or Mail to:

Kelly Sharpe  
Taft Stettinius & Hollister LLP  
One Indiana Square, Suite 3500  
Indianapolis, IN 46204  
Phone. 317-713-3441  
Fax. 317-713-3699

### Directions

The Indianapolis Marriott North Hotel is located on the northeast side of Indy near the Keystone Fashion Mall. From I-465, take Keystone south to 86th Street. Go east and turn left on River Crossing Blvd. Continue on River Crossing Blvd. and the hotel will be on your right.

### About Taft

At Taft Stettinius & Hollister LLP, delivering outstanding legal performance to help clients succeed is what drives and motivates its more than 375 attorneys and legal professionals every day. The firm practices across a wide range of industries, in virtually every area of law, including: Business and Finance, Litigation, Labor and Employment, Intellectual Property, Bankruptcy, Restructuring and Creditors' Rights, Environmental, Health and Life Sciences; Personal Services; Real Estate and Tax law. With a proven track record of experience since 1885, Taft offers breadth and depth of legal expertise coupled with a trusted business perspective, helping its clients, big and small, regionally, nationally and internationally, in reaching their goals.

[www.taftlaw.com](http://www.taftlaw.com)

# Taft/

## Labor & Employment Breakfast Briefing

Topics Include:

- Pitfalls of Social Media Sites
- Avoiding Compensation Discrimination Claims
- Recent Developments in Employee Benefits

Thursday, March 4, 2010

Seminar: 8:00-10:00 a.m.

Registration & Continental Breakfast starts at 7:45 a.m.

Marriott Indianapolis North  
3645 River Crossing Parkway  
Indianapolis, Indiana

*Pending CLE and HRCI Credit*

**COMPLIMENTARY SEMINAR**

## Pitfalls of Social Networking Sites

The use of social and professional networking websites, such as Facebook®, MySpace®, and LinkedIn®, has exploded. Use of these networking websites, however, can cause serious problems in the workplace. What are the legal implications of this ever-changing technology? This training session will address many questions and issues concerning the proper use and legal limits of social networking by employers and their employees, including:

- The risks to employers of using networking websites in making hiring decisions?
- How to properly respond to employees who post inappropriate or derogatory comments about the employer?
- How employers can protect themselves from legal liabilities resulting from employees' use of networking websites?
- How to create an effective social media policy?
- What are the risks to employers for monitoring employees' use of social networking websites?

## Avoiding Compensation Discrimination Claims

With the passage of the Lilly Ledbetter Fair Pay Act and the EEOC's increased focus on compensation discrimination, and the government's increased budget for these agencies, compensation decisions are destined to come under increased scrutiny from the government and from plaintiff's attorneys. Conducting periodic reviews of compensation decisions and the effects of these decisions can be critical for employers. Minor compensation discrepancies can quickly compound over time. This session will discuss compensation discrimination issues and proactive steps employers can take to minimize the risks. It will include a discussion of:

- Annual reviews and their effect on compensation
- Documenting compensation decisions
- The impact of the Lilly Ledbetter Fair Pay Act
- Conducting effective compensation reviews

## Recent Developments in Employee Benefits

Ann Mackey will discuss recent developments in employee benefits, including the new Mental Health Parity regulations and their effect on health plans, the current status of Health Care Reform, and a new corrections program issued by the IRS for deferred compensation agreements.



## Speakers

### **Mick Terrell / Partner**

---

Mick Terrell is a partner in the firm's Labor and Employment Law department. He is chief employment counsel for numerous international and domestic companies engaged in various industries, including manufacturing, real estate, banking, construction, entertainment and high tech. He concentrates his practice in all aspects of labor and employment law, with a particular emphasis on prevention and defense of employment litigation.

### **Blake J. Burgan / Partner**

---

Blake Burgan is a partner in the firm's Labor & Employment Law department. He concentrates on employment law and litigation for business and governmental clients. He litigates a wide variety of employment issues in federal and state courts, including employment discrimination, harassment wrongful discharge. Blake represents clients in all stages of the process, including pre-litigation counseling and avoidance, alternative dispute resolution, discovery and investigation, trial, and appeal.

### **Ann Carr Mackey / Partner**

---

Ann Mackey is a partner in the firm's Employee Benefits department and assists clients with employee benefits, including, drafting, amending, qualifying, administering, and terminating employee pension benefit plans and employee welfare benefit plans and related trusts.

**Taft /**