

Program Agenda

7:30 a.m. Registration and Breakfast

8:00 a.m. Opening Remarks by Steve Gutierrez, Chair of Holland & Hart's Labor and Employment Practice Group

GENERAL SESSION (in Grand Ballroom, 2nd Floor)

8:05 a.m. **Top Ten Labor and Employment Issues for 2010**

Can't remember what the Employee Free Choice Act or the Paid Vacation Act are or if they even passed into law? Find out by attending this informative session that will address some of the most important legislation and other big employment issues for the coming year. Topics include federal healthcare reform, the Federal Jobs Creation Bill (HIRE), and pending legislation (including FMLA, ADA, ADEA).

Speakers: Jeff Johnson and John Husband

8:45 a.m. **Buyer Beware: The Hidden Risks of Contractors and the Contingent Workforce**

For years, companies have turned to independent contractors, temporary employees, and other non-traditional employment relationships to handle specific tasks and projects. But with state and federal coffers drying up, multiple agencies are taking a dim view of this now widespread practice. Learn how to avoid the risks and liabilities associated with the contingent workforce.

Speakers: Mark Wiletsky and Tobie Hazard

9:30 a.m. Break

9:45 a.m. **More Angry, More Cynical, or Just Numb? The Recession's Effect on Juror Anti-Corporate Bias in Employment Litigation**

Do current economic conditions threaten a fair trial for corporate defendants? Our senior litigation consultant will review recent data on juror attitudes and discuss how they impact decision making in advance of trial. Attendees will learn the results of Persuasion Strategies' 2009 nationwide survey on juror attitudes toward corporations, including the effects of the economic downturn on juror decision making. Actual jury verdict data from employment litigation cases tried over the past 18 months will be shared.

Speaker: Dr. Ken Broda-Bahm, Ph.D., Persuasion Strategies, a service of Holland & Hart LLP

10:30 a.m. **Protecting Against Unfair Competition: New Developments in the Law of Non-competes**

Employees can be a company's greatest asset, but they can also pose the greatest threat when they walk out the door. Whether they go to a competitor or start their own shop, companies must be prepared to address the often significant threat posed by a former employee who knows all the inner workings of your company and wants to use the information to someone else's advantage. Learn how to protect your organization from unfair competition through non-competes, non-solicits, and non-disclosures and how to enforce those agreements.

Speakers: Steve Gutierrez and Bryan Benard

11:15 a.m. Pick Up Boxed Lunches

11:30 a.m. **Lunch Featuring "What's on the Horizon for Labor Workforce?"**

The Colorado Department of Labor and Employment's mission is to "maximize the value of employment, training and workers' compensation services; dispute resolution processes; and public and workplace protections to our customers and stakeholders." Donald J. Mares, the Executive Director of the Colorado Department of Labor & Employment, joins us to provide an update on the new minimum wage law, an overview of recent state wage and hour trends, and a review of the new independent contractor misclassification law administered by the Department. Mr. Mares will also share the latest on state immigration/employment verification laws and directions. Peter H. Wingate Ph. D., Deputy Director of the Colorado Division of Labor, will assist in the presentation.



Keynote Speakers: Donald J. Mares, with special guest Peter H. Wingate, Ph.D.

12:30 p.m. Break to Selected Afternoon Track