

May 27, 2010 (4-Hour Seminar)
HR On Trial – Presented by David Riewald

It's an HR professional's worst nightmare and it happens all too often. Work seems to be going well, employees appear to be happy, everything is all quiet on the home front until that fateful moment when you find out that an employee or ex-employee is suing the company. Worse still, you are responsible for helping outside counsel with the company's defense and it may be your decisions that are on the line. Being an HR professional is difficult enough without having to face the added challenge of assisting in the organization's defense of legal actions or having your practices, procedures, investigations and decisions challenged and scrutinized, but it's a reality that most HR professionals face at some point in their careers. This half-day workshop takes participants through the litigation process from the time the complaint or agency charge is first filed through trial. Participants will learn: (1) what exactly happens during a lawsuit, *i.e.*, is it anything like what you see on TV?; (2) what their role may be in the litigation process; (3) how to conduct effective investigations that will withstand scrutiny; (4) how to manage and preserve personnel files, electronic data, and litigation-related documents; (5) how to communicate effectively with their organization's attorney during the litigation process; (6) how to prepare for a deposition; and (7) what it's like to actually be deposed or cross-examined. Take the fear and uncertainty out of the litigation process by joining us for this interactive and informative workshop.

Below is more of an outline of the HR on Trial presentation:

- Filing and Service of the Lawsuit
 - EEOC / BOLI Charges
- What to Look for When Hiring a Lawyer
 - What Do Plaintiffs Pay Their Lawyer
- Investigation / Getting up to Speed
 - The Importance of Good Documentation and What Happens When You Don't Have It
 - Litigation Holds and Preserving Electronic and Documentary Evidence
 - Should you Notify Employees About the Lawsuit?
 - Settlement?
- Removal / Motion to Dismiss or Answer
 - The Federal and State Court Systems
- Discovery
 - Document Requests
 - Interrogatories
 - Requests for Admission
 - Depositions
 - Expert Witnesses?
- Summary Judgment
- Trial

- Who Will Sit at the Counsel Table During Trial?
 - Should You Have Used an Arbitration Agreement?
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- Appeal