

FEATURED LUNCH SPEAKER: DALE CLAYTON



Dale Clayton, the 2005 recipient of the FCA's John Lotz Barnabas Award, is the head coach of the Carson-Newman Eagles men's basketball program. As of the 2008-09 season, he will have served in that capacity for 21 years.

Clayton is the winningest coach in the history of Carson-Newman basketball. He is one of the most respected men in his profession. Clayton has given the C-N program renewed respect both on the floor and in the classroom. Under his leadership, the Eagles have made a commitment to excelling in academics, while at the same time continuing a successful tradition at Carson-Newman College.

Coach Clayton led the Eagles to one of the best seasons in school history in 2001-02. The Eagles went 26-5, won the SAC regular season and tournament championships and advanced to the NCAA Division II Sweet 16. The Eagles led the SAC in most offense categories throughout the entire season. Before joining Carson-Newman for the 1988-89 season, Coach Clayton made coaching stops at Milligan, Delta State, Vanderbilt, Samford, and University of Louisiana at Lafayette.

A native of Mt. Dora, Florida, Clayton starred at Mt. Dora High School before moving to a collegiate career at C-N rival Milligan College in Johnson City, Tennessee.

An often sought after speaker, Clayton has been a keynote speaker at the Final Four FCA luncheon, Central Florida Midnight Basketball Banquet, churches, and both college and high school graduations.

Clayton and his wife, Pamela, have one daughter, Monica, who is a C-N graduate. They are members of Manley Baptist Church in Morristown where he teaches Sunday School class for college students.

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EMPLOYERS AND THE COUNSEL WHO REPRESENT THEM WILL FACE SIGNIFICANT EMPLOYMENT LAW CHALLENGES IN THE COMING YEARS. THIS COMPREHENSIVE, ONE-DAY EVENT PLACES THE LATEST INFORMATION AND PRACTICAL STRATEGIES IN THEIR HANDS, AND FEATURES GUEST SPEAKER AND HEAD COACH OF THE CARSON-NEWMAN BASKETBALL TEAM, DALE CLAYTON.

DATE:
THURSDAY, OCTOBER 30, 2008

PLACE:
CLUB LECONTE
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FEATURED
LUNCH SPEAKER



DALE CLAYTON
HEAD COACH
CARSON - NEWMAN
MEN'S BASKETBALL TEAM

AGENDA: THURSDAY

OCTOBER 30, 2008



ADRIENNE E. ANDERSON



EDWARD G. PHILLIPS

7:30 — 8:15

REGISTRATION AND CONTINENTAL BREAKFAST

8:15 — 8:30

WELCOME AND OPENING REMARKS

Edward G. Phillips

8:30 — 9:15

EMPLOYMENT LAW UPDATE

Annual update of Supreme Court and significant federal and Tennessee appellate cases, with special emphasis on the implications for employers in key areas, including discrimination based on race, gender, age, and disability, harassment, retaliation, the FMLA and many more.

Edward G. Phillips

9:15 — 10:00

LEGISLATIVE UPDATE:

NEW & PENDING 2008-2009 LEGISLATION

The Genetic Information Nondiscrimination Act (GINA) adds a new layer of risk for medical information re: applicants and employees. Update on the Employee Free Choice Act, PAID FMLA initiative, attempts to expand remedies and lengthen the time to sue for compensation discrimination claims, and amendments to the ADA to substantially broaden the definition of disability.

Steven E. Kramer

10:00 — 10:15

Morning Break

10:15 — 11:00

MANAGING A DIVERSE WORKFORCE

Religion, national origin, race, sexuality, age, disability - today's work settings are more diverse than ever and increasingly require employers to delicately balance all of the competing individual rights and responsibilities. Learn your clients' obligations regarding the duty to accommodate religious beliefs, the right to expression, and the right to be free from harassment during work and at other times.

John E. Winters

11:00 — 11:45

LESSONS LEARNED FROM BAD FACTS, BEHAVIOR AND DECISIONS

Employers make a number of decisions that affect employees every month and not all of them are smart. Take the easy way out and learn from the mistakes of others. Learn to recognize the warning signs for when employment decisions go bad, get ugly or worse. Then learn how to extricate yourself or your client from an employment law morass with no or minimal liability.

Robert L. Bowman

11:45 — 1:15

KEY ROLES OF A LEADER

Luncheon featuring speaker *Dale Clayton*

1:15 — 2:00

CYBERMANAGER: HANDLING EMPLOYEES' BLOGGING AND SOCIAL NETWORKING

Your current, former or prospective employees may be active in the online blogging or social networking communities, complete with their own websites or personal pages on MySpace or Facebook. You might, however, be troubled by what you see there. This segment will discuss reasonable and appropriate ways to explore, monitor, and (when necessary) manage your employees' online conduct.

Charles E. Young Jr.

2:00 — 2:45

EMPLOYMENT INFRASTRUCTURE:

IT'S THE LITTLE THINGS THAT MATTER

Be prepared for both the everyday and the extraordinary employment law issues. Run your business smoothly by establishing and using the best policies, procedures, and practices. This discussion will highlight the seemingly "little things" you can do that will have a big impact on your business.

Adrienne E. Anderson

2:45 — 3:00

Afternoon Break

3:00 — 3:45

THE LOOMING FMLA REGULATIONS

Be informed about the latest news concerning the proposed FMLA regulations and learn how they will change substantive FMLA requirements and employer/employee rights for FMLA leave.

Betsy J. Beck

3:45 — 4:30

ANATOMY OF A SEXUAL HARASSMENT COMPLAINT

Employers are being held liable in sexual harassment lawsuits and in other kinds of lawsuits because they don't recognize or adequately respond to harassing conduct. Using a variety of hypothetical harassment scenarios, learn the early warning signs for sexual harassment claims and how you or your client can investigate and stop a harassment claim before it becomes a liability.

John E. Winters, moderator

Betsy J. Beck and Beecher A. Bartlett

4:30

Closing



BEECHER A. BARTLETT



BETSY J. BECK



STEVEN E. KRAMER



JOHN E. WINTERS



ROBERT L. BOWMAN



CHARLES E. YOUNG JR.