



BROWNWINICK

10:00-10:05 AM

Welcome & Opening Remarks

Danielle “Dani” Smid, BrownWinick Attorney

10:05-10:25 AM

2025 Labor & Employment Law Developments

This presentation will discuss the constantly changing landscape of labor and employment since the new administration has taken office.

Presenter: Danielle “Dani” Smid, BrownWinick Attorney

10:25-10:45 AM

20 Years of 409A

Review lessons learned during the 20 years since 409A was added to the Internal Revenue Code.

Presenter: Cindy Lande and Hannah Wiles, BrownWinick Attorneys

10:45-11:15 AM

Equity & Other Executive Incentives from an HR Professional’s Perspective

Review key incentive compensation arrangements from an HR professional’s perspective.

Presenter: Cindy Lande and Maggie Schild, BrownWinick Attorneys

11:15-11:35 AM

Non-Competes/Wage & Hour Topics

An overview of recent litigation trends in the non-compete and wage and hour matters. We will focus on considerations to make prior to engaging in litigation with former employees on these matters.

Presenter: Jen Lindberg and Becca Coleman, BrownWinick Attorneys

11:35-12:00 PM

Lunch & Networking

12:00-12:45 PM

Harnessing AI in the Workplace: Opportunities, Risks & Best Practices

The presentation will focus on the appropriate use and safeguards organizations should establish related to employees using AI in the workplace. Topics to be discussed will be data protection and confidentiality, intellectual property protection, safeguards related to AI hallucinations along with ethical considerations related to AI use.

Presenters: Chris Proskey, Lee Henderson, Joe Leo and Sarah Herz, BrownWinick Attorneys

12:45-1:05 PM

SECURE Act & SECURE 2.0 Act Update

The Setting Every Community Up for Retirement Enhancement (SECURE) Act of 2019 and its successor, the SECURE 2.0 Act of 2022, have reshaped the retirement plan compliance and design landscape for employers, plan sponsors, and fiduciaries. This presentation will provide an overview of the key provisions, implementation deadlines, and compliance challenges created by both Acts.

Presenter: Cindy Lande and Caleb Brus, BrownWinick Attorneys

Employment Law Seminar



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1:05-1:20 PM

Break

1:20-1:40 PM

New 2025 Sick Leave Laws: What You Need to Know

This session will touch upon changes to sick leave laws across various states.
Presenter: Jacque Judickas, BrownWinick Attorney

1:40-2:00 PM

Pre-Litigation Avoidance & Common Mistakes

Once an employee has filed a complaint, the “what if” scenarios are always discussed. This presentations will discuss some day-to-day activities and conversations that may help avoid or lessen the impact of a complaint being filed.
Presenter: Mike Dee, BrownWinick Attorney

2:00-2:20 PM

Current Trends & Hot Topics in Employment Litigation

We will discuss how the initiatives of the Trump Administration has influenced the recent trends in labor and employment litigation and what are the “hot topics” that we are seeing in the employment litigation arena.
Presenter: Danielle “Dani” Smid, BrownWinick Attorney

2:20-3:00 PM

Current Trends & Hot Topics in Employment-Based Immigration for Employers

As part of today’s broader focus on employment law, this session will examine the rapidly evolving landscape of employment-based immigration and its impact on workforce strategy, compliance, and risk management. Drawing on my background as a former U.S. Department of State Foreign Service Officer and my experience advising employers in insurance, healthcare, finance, technology, education, and other industries, we will highlight key trends, potential policy shifts, and practical considerations for organizations navigating talent needs in a competitive market. Whether you are in HR, in-house counsel, or an executive decision-maker, you will gain valuable insights and actionable strategies to stay compliant and competitive in the year ahead.
Presenter: Matt Mauntel-Medici, BrownWinick Attorney

3:00-4:00 PM

Networking Reception