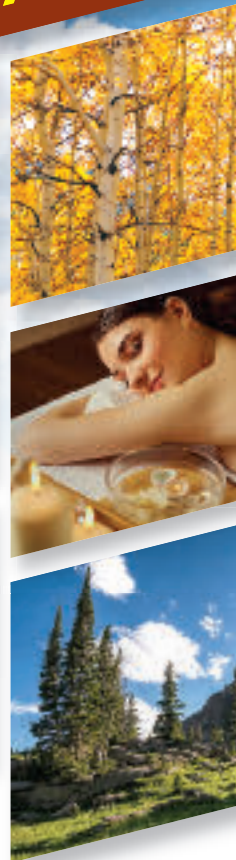
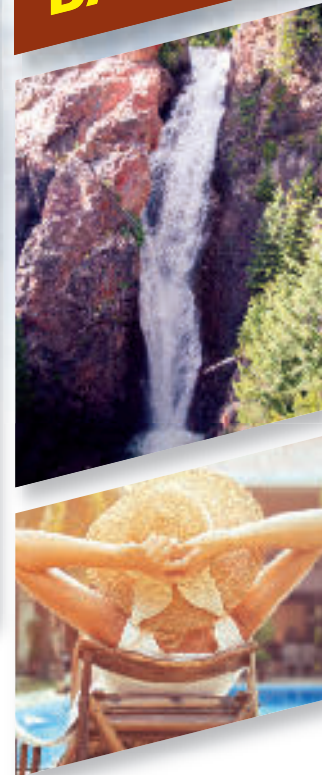
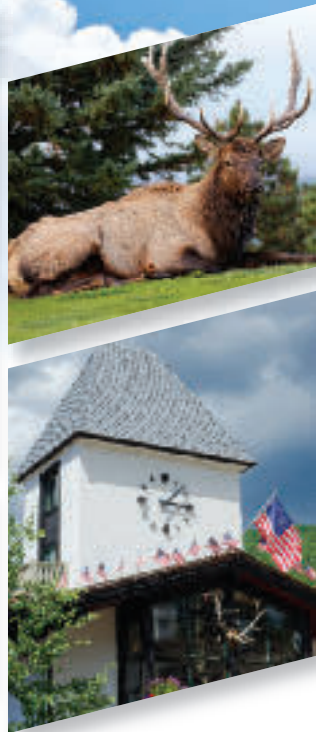


Employment Law Conference

Co-sponsored by the Labor & Employment Law Section
of the Colorado Bar Association

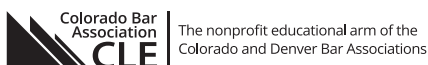
BACK IN VAIL!



September 20-22, 2018

Vail Marriott Mountain Resort
715 W Lionshead Circle, Vail, CO 81657

Submitted for 15 General CLE Credits,
Including 1.5 Ethics Credits



CONFERENCE HIGHLIGHTS -

- Easiest Catch: Don't Be Another Fish in the Dark 'Net
- Digital Forensics
- Judges' Panel - What Works and What Doesn't from the Perspective of the Bench
- Hide and Seek: A Trade Secret Litigation Primer
- Case Law Update and Legislative Update
- A Fireside Chat with Ralph Torres
- 2 Ethics Breakout Sessions
- New Lawyer Bootcamp - Checklists and Cheat Sheets
- In-House Counsel and Human Resource Professionals Track
- Inclusiveness and Diversity Track
- Litigation Track

NEW THIS YEAR - Join us Thursday afternoon for a round of golf, or enjoy an afternoon at the spa!

REGISTER @ <http://cle.cobar.org/employment>

Employment Law Conference

The CBA-CLE Employment Law Conference is returning to Vail for the second year in a row! With its fresh air and outstanding fall colors, Vail is the perfect place to learn, network, and unwind. This year's program has something for everyone! From human resource professionals, to plaintiff and defense practitioners, to in-house counsel, and public interest and public sector attorneys. Your Program Chair, Clayton Wire of Ogborn Mihm LLP, and the team from Colorado Bar Association CLE, have put together a spectacular event. Join our fantastic faculty for this unparalleled educational opportunity.

REGISTER NOW!

September 20-22, 2018

Vail Marriott Mountain Resort • 715 W Lionshead Circle, Vail, CO 81657
Submitted for 15 General CLE Credits, Including 1.5 Ethics Credits

PLENARY SESSIONS

- **Easiest Catch: Don't Be Another Fish in the Dark 'Net**
- **A Tale of Two Advocates: How Investigation of Employment Claims Differs Among Plaintiff and Defense Lawyers**
- **Judges' Panel - Practical Employment Law Tips and Strategies from the Bench**
- **Digital Forensics – What Exists and How Can You Find It?**
- **Hide and Seek: A Trade Secret Litigation Primer**
- **A Complete 2018 Update:**
 - Colorado State Legislative Update
 - Case Law, Federal Law and Regulation Update
- **A Fireside Chat with Ralph Torres**

4 TRACKS TO CHOOSE FROM!

- **New Lawyer Boot Camp**
- **Day-to-Day Issues and Challenges in the Workplace** (In-House Counsel and Human Resources Professionals)
- **Inclusiveness and Diversity**
- **Litigation**

DON'T MISS!

- **Welcome Reception**
- **Wine Tasting Reception** – *Sponsored by FindLaw*

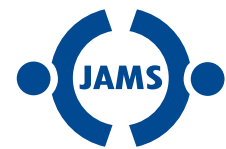
SPECIAL THANKS

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Sponsorship opportunities are still available!
For more information, please contact
Melissa Higham at mhigham@cobar.org

PRE-CONFERENCE ACTIVITIES – Thursday, September 20, 2018

Take the afternoon off! Start the Conference, and the weekend, with some fun!

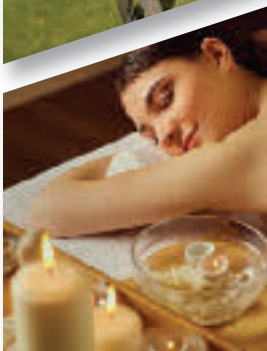
Enjoy recreation and relaxation activities on Thursday afternoon before the Welcome Reception begins at 6:00 PM!

GOLF:

- **When:** Thursday, September 20, 2018, 12:30 PM
- **Where:** EagleVail Golf Club, 459 Eagle Dr., Avon, CO 81620
- **Cost:** \$69 (Fee includes: Green fee, cart, range balls, and bag handling fees)
- **Available Tee Times:** 20 (First come, first served. Register today – See registration form for details)

SPA: *Enjoy a spa treatment any day of the Conference!*

- **When:** Thursday, September 20 – Saturday, September 22, 2018
- **Where:** Golden Leaf Spa, Vail Marriot Mountain Resort, 715 W. Lionshead Circle, Vail, CO, 81657
- **Cost:** Conference participants will receive a 15% discount on all a la carte massage and facial treatments. Participants can also receive a 10% discount on all a la carte nail services. Discounts are only valid on a la carte treatments and are not valid with any other offers, packages, or upgrades.
- **Appointments:** Call Golden Leaf Spa to make a reservation (1-970-479-5004) and mention that you are a CBA-CLE Employment Law Conference participant!



DAY ONE – Thursday, September 20, 2018

12:30 - 5:30 PM **Pre-Conference Activities**

6:00 - 7:30 PM **Welcome Reception**

DAY TWO – Friday, September 21, 2018

7:30 AM **Registration Open and Continental Breakfast**

8:15 AM **Housekeeping Announcements and Introduction of Program Chair**
Heidi Ray, Esq., Assistant Executive Director, Colorado Bar Association CLE

8:20 AM **Welcome and Introduction**
Clayton E. Wire, Esq., Program Chair, CBA Labor & Employment Law Section Co-Chair, Ogborn Mihm, LLP
Matthew C. Cooper, Esq., CBA Labor & Employment Law Section Co-Chair, Squire Patton Boggs LLP

PLENARY SESSIONS – Employment Law 2018: Headlines and Highlights

8:30 AM **Easiest Catch: Don't Be Another Fish in the Dark 'Net**
You've read the headlines. Unfortunately, the question now is not if your information is going to be accessed or stolen, but when. To inform the attendees of current developments in the digital underground as well as provide realistic advice for cyber protection, Mark Lanterman will discuss recent high-profile cybercrime events, including website breaches impacting a variety of organizations and sectors. Mark will discuss particularly dangerous types of threats that might affect individuals involving the Dark Web, the Internet of Things, phishing, and Wi-Fi attacks.
Presented by Mark Lanterman, Chief Technology Officer, Computer Forensic Services

9:20 AM **Digital Forensics**
Presented by Jack L. Hobaugh Jr., Esq., and Kevin Knierim, Cyopsis

10:10 AM **Networking Break – Please Visit Your Sponsors!**

10:30 AM **Hide and Seek: A Trade Secret Litigation Primer**
A How-To Guide on Prosecuting and Defending a Trade Secret Case in the Modern Era
Presented by Jon Olafson, Esq.

11:20 AM **A Tale of Two Advocates: How Investigation of Employment Claims Differs Among Plaintiff and Defense Lawyers**
Presented by Katherine Otto, Esq., and Robert Truhlar, Esq.

12:10 - 1:30 PM **Lunch on Your Own**

**TRACK A BEGINS
NEW LAWYER BOOTCAMP**

1:30 - 5:10 PM **Checklists and Cheat Sheets for Attorneys New to Labor and Employment Law**
Tools to Begin Your Practice
Presented by Michele On-ja Choe, Esq., and Mary Jo Lowrey, Esq.

3:10 - 3:30 PM **Networking Break – Visit Your Sponsors!**

**TRACK B BEGINS
DAY-TO-DAY ISSUES AND CHALLENGES IN THE WORKPLACE**
(In-House Counsel and Human Resources Professionals)

1:30 - 2:20 PM **The Gender Pay Gap: 55 Years After the Equal Pay Act**
Presented by Charlotte N. Sweeney, Esq., and Amy L. Miletich, Esq.

2:20 - 3:10 PM **Employee Drug Use and Abuse: A Hypothetical-Based Panel Presentation**
Presented by John Baer, Esq., Pharm.D., Sean R. Gallagher, Esq., and Gary M. Kramer, Esq.

3:10 - 3:30 PM **Networking Break – Please Visit Your Sponsors!**

3:30 - 4:20 PM **Wage and Hour Issues, Including Independent Contractors**
Presented by Colleen T. Calandra, Esq., and David H. Miller, Esq.

4:20 - 5:10 PM **Employee Class Actions After *Epic Systems Corp. v. Lewis***
Presented by Alexander Hood, Esq., and David Seligman, Esq.

5:10 PM **Adjourn**

5:30 - 7:00 PM **Wine Tasting Reception – Sponsored by FindLaw**

DAY THREE – Saturday, September 22, 2018

PLENARY SESSIONS – Employment Law in Colorado: The Lay of the Land

- 8:30 AM **Welcome Back and Announcements**

- 8:45 AM **A Few Words from Colorado Bar Association Leadership**

- 9:00 AM **2018 Colorado State Legislative Update**
*Presented by **Jeremy Schupbach**, Director of Legislative Relations*

- 9:30 AM **Employment Law Tips and Strategies - What Works and What Doesn't from the Perspective of the Bench**
 - Employment-Specific Case Guidance
 - Pre-Trial and Trial Tips
 - General Practice and Professional Advice*Presented by **Honorable Lance P. Timbreza**, **Honorable Mark D. Thompson**, and **Honorable W. Terry Ruckriegle**
Moderated by **Honorable Harlan R. Bockman (ret.)**, JAMS*

- 10:30 AM **Networking Break – Please Visit Your Sponsors!**

- 10:45 AM **2018 Update: Case Law, Federal Laws and Regulations**
*Presented by **Joan Bechtold, Esq.**, and **Bill Berger, Esq.***

- 11:45 AM **Fireside Chat with Ralph G. Torres, Esq.**
*Interviewed by **LaLonnie Gray, Esq.***

- 12:30 - 1:40 PM **Lunch on Your Own – Enjoy Vail!**

**TRACK C BEGINS
INCLUSIVENESS & DIVERSITY**

- 1:40 - 2:30 PM **In a Rapidly Changing Culture, When Does Appearance Become a Protected Trait?**
.5 Ethics Credit
• CRPC 2.1
*Presented by **Steven Gutierrez, Esq.**, and **Whitney Traylor, Esq.***

- 2:30 - 3:20 PM **Ageist Stereotyping**
*Presented by **Matthew C. Cooper, Esq.**, and **Rachel Ellis, Esq.***

- 3:20 - 3:40 PM **Networking Break – Please Visit Your Sponsors!**

- 3:40 - 4:30 PM **Broader Perspectives on #MeToo – Thoughts on Hostile Work Environments from Inside and Outside the EEOC**
*Presented by **Iris Halpern, Esq.**, and **Lauren Jaeckel, Esq.***

**TRACK D BEGINS
LITIGATION**

- 1:40 - 2:30 PM **Section 1983 Employment Litigation**
*Presented by **Jessica Allen, Esq.**, and **Ousair Mohamedbhai, Esq.***

- 2:30 - 3:20 PM **Preparing For and Taking Depositions**
1 Ethics Credit
• CRPC 3.3, 3.5, 4.3
*Presented by **Faisal Salahuddin, Esq.**, and **Charles Casteel, Esq.***

- 3:20 - 3:40 PM **Networking Break – Please Visit Your Sponsors!**

- 3:40 - 4:30 PM **Introduction to Federal OSHA Cases**
 - OSHA record-keeping rules and recent changes
 - Hypothetical OSHA citation and case analysis from prosecution and defense perspectives
 - OSHA case progression, from “OSHA’s at my client’s front door” to “My client’s OSHA citations are scheduled for trial.”*Presented by **Judge Brian A. Duncan (Moderator)**, U.S. Administrative Law Judge - Occupational Safety and Health Review Commission (OSHRC), Denver Region, **Matthew Finnigan, Esq.**, U.S. Department of Labor, Office of the Solicitor, Denver Regional Office, and **Patrick J. Miller, Esq.**, Sherman and Howard L.L.C.*

SPECIAL THANKS to **Judge Patrick B. Augustine**, First Judge – Occupational Safety and Health Review Commission (OSHRC) Denver Region, for his assistance in coordinating this panel.

- 4:30 PM **Adjourn – Thank You For Attending!**

MEET YOUR DISTINGUISHED FACULTY

PROGRAM CHAIR AND SECTION CO-CHAIR



Clayton E. Wire, Esq.
Ogborn Mihm LLP
Denver, CO

SECTION CO-CHAIR



Matthew C. Cooper, Esq.*
Squire Patton Boggs LLP
Denver, CO

*Also on the Faculty

FACULTY



Jessica Allen, Esq.
Senior Assistant City Attorney
City and County of Denver
Denver, CO



John Baer, Esq., PharmD
Baer Law
Aurora, CO



Joan Bechtold, Esq.
Sweeney & Bechtold, LLC
Denver, CO



Bill Berger, Esq.
L2S Legal, LLC
Denver, CO



Honorable Harlan R. Bockman (ret.)
JAMS
Denver, CO



Colleen T. Calandra, Esq.
Ramos Law
Wheat Ridge, CO



Charles Casteel, Esq.
Davis Graham & Stubbs
Denver, CO



Michele On-ja Choe, Esq.
Wheeler Trigg O'Donnell LLP
Denver, CO



Judge Brian A. Duncan
Occupational Safety and
Health Review Commission
(OSHRC)
U.S. Administrative Law Judge
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Matthew Finnigan, Esq.
Senior Trial Attorney
U.S. Department of Labor,
Office of the Solicitor
Denver, CO



Sean R. Gallagher, Esq.
Polsinelli PC
Denver, CO



LaLonnie Gray, Esq.
Lewis Bess Williams &
Weese P.C.
Denver, CO



Steven Gutierrez, Esq.
Holland & Hart LLP
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Iris Halpern, Esq.
Rathod | Mohamedbhai LLC
Denver, CO



Jack L. Hobaugh Jr., Esq.
The Law Office of Jack
Hobaugh
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Alexander Hood, Esq.
Towards Justice
Denver, CO



Lauren Jaeckel, Esq.
Equal Employment
Opportunity
Commission
Denver, CO



Kevin Knierim
Co-Founder & Managing
Director
Cyopsis
Englewood, CO



Gary M. Kramer, Esq.
Gary Kramer Law LLC
Colorado Springs, CO



Mark Lanterman
Chief Technology Officer
Computer Forensic Services
Minnetonka, MN

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Denver, CO



Amy L. Miletich, Esq.
Miletich PC
Denver, CO



David H. Miller, Esq.
The Sawaya Law Firm
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Patrick J. Miller, Esq.
Sherman & Howard L.L.C.
Denver, CO



Qusair Mohamedbhai, Esq.
Rathod | Mohamedbhai LLC
Denver, CO



Jon Olafson, Esq.
Lewis Brisbois Bisgaard &
Smith LLP
Denver, CO



Katherine Otto, Esq.
Messner Reeves LLP
Denver, CO



Honorable W. Terry Ruckriegle
Senior Judge and Former
Chief Judge
5th Judicial District
Special Master, Mediator
and Arbitrator
Ruckriegle Mediation
Denver, CO



Faisal Salahuddin, Esq.
Frank & Salahuddin LLC
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Jeremy Schupbach
Director of Legislative
Relations
Colorado Bar Association
Denver, CO



David Seligman, Esq.
Towards Justice
Denver, CO



Charlotte N. Sweeney, Esq.
Sweeney & Bechtold, LLC
Denver, CO



Honorable Mark D. Thompson
5th Judicial District
Chief Judge
Breckenridge, CO



Honorable Lance P. Timbreza
21st Judicial District Court
Judge
Grand Junction, CO



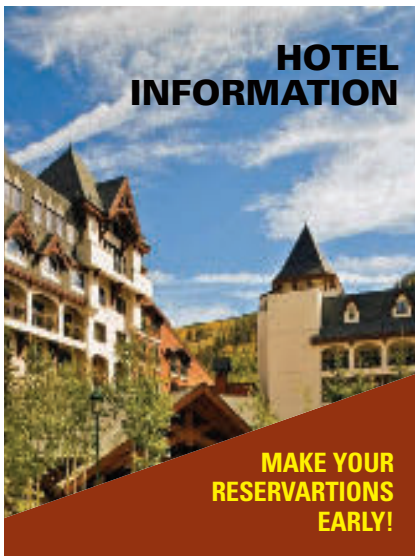
Whitney Traylor, Esq.
Traylor Law Group
Denver, CO



Robert Truhlar, Esq.
Truhlar and Truhlar, L.L.P.
Centennial, CO



Ralph G. Torres, Esq.
The Law Office of
Ralph G. Torres
Denver, CO



Vail Marriott Mountain Resort

715 West Lionshead Circle • Vail, CO 81657 • (970) 476-4444

No matter the season, there is no place on earth like Vail. The Vail Valley provides the perfect backdrop to whatever activity you have in mind. Whether it's hiking, golfing, bicycling, shopping, or eating at a world-class restaurant, the Vail Marriott is your headquarters for planning a perfect mountain getaway.

Rooms are being held for guests of the Employment Law Conference until September 5, 2018, or until the Room block is full. BOOK EARLY!

Room Rates: Single/Double Occupancy Rates begin at \$145 plus daily resort fee and applicable taxes. To reserve your room online, please go to: <https://book.passkey.com/go/EmploymentLaw2018> Rates will be available 3 days prior to and 3 days after the Event Dates, subject to availability.

Parking: Valet parking is available to all attendees at \$20 per 24-hour period.

EMPLOYMENT LAW CONFERENCE • SEPTEMBER 20-22 2018 • VAIL, CO

PROGRAM ORDER FORM

Tuition includes course materials, admission to the entire program, admission to the Welcome Reception on Thursday and the Wine Tasting on Friday.

PLEASE NOTE: All attendees will receive the course materials digitally via email prior to the Conference.

STEP 1 - SELECT MATERIALS FORMAT (Please Select One):

- Digital Download (PDF)** via EMAIL sent approx. 24 hrs. prior to the conference
 Printed Book (pick up at conference)

STEP 2 - SOCIAL EVENTS – *Guests Are Welcome!*

(Please indicate which events you plan to attend. Receptions are included with your tuition)

- THURSDAY WELCOME RECEPTION**
 FRIDAY WINE TASTING RECEPTION - Sponsored by *FindLaw*

STEP 3 - REGISTRATION TUITION (EM092018L)

- | | |
|--|-----------------|
| <input type="checkbox"/> CLE Elite Pass Holder: | \$199 |
| <input type="checkbox"/> New Lawyer Edge: | \$224.50 |
| <input type="checkbox"/> CLE Basic Pass Holder: | \$229 |
| <input type="checkbox"/> CBA Labor & Employment Law Section Member: | \$379 |
| <input type="checkbox"/> CDLA Member: | \$449 |
| <input type="checkbox"/> CBA Member: | \$449 |
| <input type="checkbox"/> Human Resources Professional: | \$449 |
| <input type="checkbox"/> Non-member: | \$489 |

STEP 4 – GOLF OUTING

(Skip this step if you do not plan to participate in the GOLF OUTING)

WHEN: Thursday, September 20, 2018, First tee time is: 12:30 PM

WHERE: EagleVail Golf Club, 459 Eagle Dr., Avon, CO 81620

COST: \$69 and fee includes: Green fee, cart, range balls, & bag handling fees

AVAILABLE TEE TIMES: 20 (First come, first served. Register today!)

We will organize the foursomes unless you provide the names of your playing partners in advance.

- I am paying for _____ player(s) Names below OR
 I would like to play with the below: (not paying for their fee)

Player 1: _____

Player 2: _____

Player 3: _____

Player 4: _____

GOLF OUTING SUBTOTAL \$ _____

PROGRAM ORDER FORM TOTAL \$ _____

All registrations must include a check or charge card information. Mail to CBA-CLE, 1900 Grant St., Suite 300, Denver, Colorado 80203-4303. You may register by phone or fax when using Visa, MasterCard or AmEx. Phone 303-860-0608 • Fax 303-860-0624

CONFERENCE CANCELLATIONS: If you are unable to attend, please notify CBA-CLE by September 13, 2018 and we will gladly refund your tuition in full. Cancellations after September 13 will be refunded less a \$100 cancellation fee OR you may send someone in your place. Please refer to your booking agreement with the Marriott should you need to cancel or transfer your hotel reservation.

HOMESTUDY ORDER FORM

To receive full CLE credit, you must purchase the course materials AND the recorded seminar. Homestudy submitted for 22 General Credits, Including 1.5 Ethics Credits

STEP 1 - SELECT PRODUCT FORMAT

- MP3 Audio Download** (EM092018J)
 Paper course materials and recorded homestudy on Audio CD (EM092018D)

STEP 2 - SELECT PAYMENT CATEGORY

- | | |
|---|-----------------|
| <input type="checkbox"/> Basic CLE Pass Holder (MP3 only): | FREE |
| <input type="checkbox"/> Elite CLE Pass Holder (MP3 only): | FREE |
| <input type="checkbox"/> New Lawyer Edge: | \$224.50 |
| <input type="checkbox"/> CBA Member: | \$489.00 |
| <input type="checkbox"/> Non-member: | \$529.00 |

NOTE: Shipping & handling only applies to orders you receive via mail. Materials will be mailed to you approximately 2 weeks after live conference.

Price \$ _____
 Shipping & Handling \$ 11.95
 Subtotal \$ _____

Applicable Sales Tax (7.62% Denver, 4% RTD and 2.9% rest of Colo.) \$ _____

HOMESTUDY ORDER FORM TOTAL \$ _____



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In Denver: (303) 860-0608 • Toll-Free: (888) 860-2531



Or FAX form to ... when using VISA, MasterCard or AmEx.
FAX to: (303) 860-0624



Or MAIL form to ...
CBA-CLE, 1900 Grant St, Suite 300, Denver, CO 80203



Or register ONLINE ... when using VISA, MasterCard or AmEx.
go to www.cle.cobar.org/employment

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Attorney Reg. No. _____

Firm/Organization _____

E-Mail Address _____

Street Address _____

City / State / Zip _____

Telephone () _____

PAYMENT METHOD:

- Check made payable to **CLE** (Check # _____)



- VISA MasterCard AmEx

Credit Card # _____

Exp. Date _____

Signature _____

(required for all credit card orders)

Employment Law Conference

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The nonprofit educational arm of the Colorado and Denver Bar Associations

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