

1st Annual  
ABC of the  
Carolinas  
HR Conference



Sponsored By: **DHG**  
DIXON HUGHES GOODMAN LLP

**WHERE:** Embassy Suites—Concord  
5400 John Q Hammons Dr NW, Concord NC 28027



**WHEN:** Friday Sept 9th 2016 7:00am—3:45pm

**SCHEDULE:**

7:00 - 7:30 AM	REGISTRATION / CONTINENTAL BREAKFAST	
7:30 - 8:00 AM	SESSION 1—BULLETS FOR BREAKFAST—WORKPLACE VIOLENCE MICHAEL LORD	
8:00 - 8:45 AM	SESSION 2— WHAT TO DO WHEN OSHA SHOWS UP AT YOUR JOBSITE KEITH COVINGTON—BRADLEY ARANT BOULT CUMMINGS	
9:00 - 9:45 AM	SESSION 3— WAGE & HOUR REVIEW— WHAT'S NEW FOR EMPLOYERS MATTHEW LONERGAN—BRADLEY ARANT BOULT CUMMINGS	
10:00 - 10:45 PM	SESSION 4— A DAY IN THE LIFE OF A CLAIMS ADJUSTER JANETTE BYRD & ALICE KARR—BB&T INSURANCE	 
11:00 - 11:45 PM	SESSION 5— A PARADIGM SHIFT, THE CONSTRUCTION HR DEPARTMENT AS A PROFIT CENTER MIKE TRAMMEL—DIXON HUGHES GOODMAN	
12:00 - 1:00 PM	LUNCHEON: KEYNOTE SPEAKER: ROBERT STUTMAN—DRUG ENFORCEMENT	
1:00 - 1:45 PM	SESSION 6—EMPLOYEE BENEFITS (ACA) DAVID YOPP—BB&T INSURANCE	
2:00 - 3:00 PM	SESSION 7— DOUBLE THE TROUBLE: AVOIDING JOINT-EMPLOYER PITFALLS KYLE DILLARD—OGLETREE, DEAKINS, NASH, SMOAK & STEWART, P.C.	
3:00 - 3:45 PM	VENDOR SHOWCASE/NETWORKING/RAFFLE	



# Speaker / Topic Information

**Speaker:** For more than 20 years, Mike Lord has represented management in employment law and related litigation before state and federal courts and administrative agencies. In addition, he advises clients on non-compete covenants, confidentiality agreements and the protection of trade secrets. He has extensive experience in OSHA matters.

**Topic Title: Workplace Violence: Enforcement Prospective and Prevention Guidelines.** Participants will learn OSHA's enforcement stance on the recognized hazard of violence in the workplace. In addition, Mike will discuss with you the best practices for preparing your worksite as a means to prevent (or mitigate) the hazard, including a dialogue about how to address an active-shooter incident.

**Speaker: Keith Covington** practices labor and employment, immigration, and construction law in the firm's Birmingham, Alabama office. He counsels employers on a wide variety of topics, including labor relations, union avoidance, equal employment opportunity, OSHA compliance, disability accommodation, FMLA compliance, non-compete agreements, and issues relating to employee discipline and termination. His immigration work includes advising clients on worksite compliance and helping employers obtain employment-based non-immigrant and immigrant visas for foreign national workers.

**Topic Title: What to Do When OSHA Shows Up at Your Jobsite** **Session info:** A review of an employer's rights and obligations when OSHA shows up. Why OSHA comes calling and how best to deal with OSHA before, during, and after an investigation.

**Speaker:** As a claims consultant, **Janette Byrd** works with clients to ascertain and define claims issues and recommend solutions, taking into consideration the most applicable principles and disciplines of commercial claims risk management. She also serves as a partner and resource for her clients to monitor program performance with a keen focus on cost containment. **Alice Karr** works with clients to ascertain and define claims issues and recommend solutions, taking into consideration the most applicable principles and disciplines of commercial claims risk management. She also serves as a partner and resource for her clients to monitor program performance with a keen focus on cost containment.

**Topic Title: A Day in the Life of a Claims Adjuster** **Session Info:** What to Expect when a WC, Auto and/or a Liability Claim is reported to the carrier.

**Speaker: Matt Lonergan** practices almost exclusively in the area of labor relations and employment law on behalf of management. In his career, he has represented companies throughout the country in the areas of collective bargaining negotiations, grievance and arbitration, employment discrimination litigation in both federal and state courts, the National Labor Relations Act, wrongful discharge, wage and hour law, and other employment-related areas. He is also experienced in ADR, mediation and has served as a mediator in employment litigation matters. **Topic:** Wage and Hour Review - What's New for Employers **Session info:** A look at the DOL's most recent regulations regarding exempt employees under the FLSA, including new salary levels and overtime requirements. Additional information about other employer issues in dealing with exempt and nonexempt employees, including misclassification of employees and independent contractors.

**Speaker: Bob Stutman** made a 25-year career as one of America's highest profile drug busters. Bob, as head of DEA's largest office in the world, New York, became so visible; the Columbian Cartel had at one time targeted him for assassination. Considered to be one of the nation's top experts on drugs, Bob speaks to thousands of medical professionals a year addressing the prescription drug epidemic facing our country today and describes the paradigm shift from a society that abuses illegal drugs to a society that abuses pharmaceutical drugs. Bob talks to medical professionals about how they can protect their practice, their patients and their communities given very often they are the source of supply for the pharmaceutical drugs that are being abused.

**Topic:** Most of our common knowledge about drugs—to include alcohol—has little or no ability to protect the workplace. The workplace are at huge risk because we don't even know what we don't know about drugs NOT today. For the first time in history, more people died from accidental overdose of prescription drugs than from accidental overdose of illegal drugs. Those that are using have no idea what they are taking and have no room for mistakes. Too much and they will kill you! Did you know? The Governors Highway Safety Association (GHSA) recently announced that virtually as many people die from driving under the influence of drugs as driving under the influence of alcohol. And what about the workplace? By the time many companies think about drugs/alcohol in the workplace, they've been blindsided by a lawsuit. They often think they have the problem under control. Unfortunately, they do not realize the costs of, not only the measurable ones such as absenteeism, but also completely unexpected accidents that may end up in punitive damage suits, for which they are not insured. Too often by the time companies are receiving the facts about drugs and alcohol they are receiving it as an explanation to a serious incident and even tragedy. The real tragedy is that this is usually preventable. Bob Stutman & Judge Jodi Debbrecht Switalski will bring to the forefront the best research available showing us what we're up against and how we can empower and protect our families and work environment from, what they believe, to be the greatest health issue in our world today.

**Speaker: Mike Trammell** is the Managing Partner of the Spartanburg, SC office and serves as a leader of the Dixon Hughes Goodman Construction Group. Mike has over 30 years of experience working as a trusted advisor to contractors of all types and sizes. Mike also served as controller and CFO of a general contractor giving him an "inside" perspective. **Topic:** A Paradigm Shift - The Construction HR Department as a Profit Center

**Session info:**

**Speaker:**

**Topic:**

**Session Info:**

**Speaker: Kyle Dillard** is a shareholder in the Greenville, South Carolina office of Ogletree, Deakins, Nash, Smoak & Stewart, P.C. In addition to the Ogletree's comprehensive labor and employment practice, Kyle works extensively with building and trade contractors providing representation and consultation in wide array of construction law matters. Kyle is a member of the Upstate Council of ABC's Carolinas Chapter where he serves as director of the Government Affairs Committee and a member of the Safety Committee.

**Topic:** Double the Trouble: Avoiding Joint-Employer Pitfalls. **Session Info:** A review of current DOL and OSHA "Joint Employer" rules along with practical tips for minimizing liability in a changing legal landscape.

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# REGISTRATION

- ABC Member Attendee (includes luncheon) \$130
- Non Member Attendee (includes luncheon) \$225
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