4TH ANNUAL
EMPLOYMENT LAW SEMINAR
Presented by
UNDERWOOD
ATTORNEYS AT LAW

THE GOOD, THE BAD AND THE UGLY

TIME/PLACE: Tuesday, November 12, 2013
8:00 a.m. - 3:00 p.m.
Region 17 Education Service Center
1111 West Loop 289, Lubbock, TX

COST: $100

This program has been submitted for 6.5 continuing education credit hours through the Human Resource Certification Institute (HRCI).

For more information call (806) 793-1711
or email darla.phillippe@uwlaw.com
## THE GOOD, THE BAD AND THE UGLY

### AGENDA:

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<tr>
<th>Time</th>
<th>Event</th>
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<tr>
<td>8:00 – 8:30</td>
<td>Registration &amp; Breakfast</td>
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<tr>
<td>8:30 – 9:30</td>
<td>Employment Law Case Update <em>(David Backus – Underwood Law Firm, P.C.)</em></td>
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<tr>
<td>9:30 – 10:30</td>
<td>Patient Protection and Affordable Care Act Update <em>(Gary Graham and Tommy Taylor – Willis of Texas, Inc.)</em></td>
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<td>10:30 – 10:45</td>
<td>Break</td>
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<td>10:45 – 12:00</td>
<td>The Bermuda Triangle - ADAAA, FMLA and Worker’s Comp <em>(Ann Manning – Underwood Law Firm, P.C.)</em></td>
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<td>12:00 – 12:05</td>
<td>Pick Up Box Lunch</td>
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<td>12:05 – 12:50</td>
<td>Hot Topics Potpourri – Tattoos, Piercings, Facebook, etc. <em>(Andrea Slater Gulley – Underwood Law Firm, P.C.)</em></td>
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<td>12:50 – 1:00</td>
<td>Break</td>
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<tr>
<td>1:00 – 2:00</td>
<td>Don’t Become the EEOC’s Next Press Release <em>(Joe Bontke – Equal Employment Opportunity Commission)</em></td>
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<tr>
<td>2:00 – 2:30</td>
<td>Did I Just Create a Contract? <em>(Monica Narvaez – Underwood Law Firm, P.C.)</em></td>
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<tr>
<td>2:30 – 3:00</td>
<td>Turn the Page: The New I-9 Form <em>(Ronn Garcia – Underwood Law Firm, P.C.)</em></td>
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Ann Manning – UNDERWOOD LAW FIRM
Mrs. Manning is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization. Her primary concentration is in employment and education law including serving as a general counsel and handling civil litigation in these areas. She has been the President of the Texas Council of School Attorneys, has served on the Board of Directors of the School Law Section of the Texas State Bar and has served on the Texas Judicial Council appointed by the Governor. Mrs. Manning was named a “Texas Super Lawyer” in 2012. Mrs. Manning is the managing shareholder of the Lubbock office.

David Backus – UNDERWOOD LAW FIRM
David Backus is a shareholder who began practicing law in 1988. His practice is comprised chiefly of representing public education entities and other local governments. Prior to assuming his duties with the Underwood Law Firm in 2004 as the founding member of its Lubbock office, Mr. Backus served as an officer in the United States Marine Corps, general counsel for the Region 17 Education Service Center in Lubbock, Senior Attorney with the Texas Association of School Boards’ Legal Services division, and Staff Counsel and Lobbyist with the Texas Association of School Administrators.

Andrea Slater Gulley – UNDERWOOD LAW FIRM
Mrs. Gulley’s practice consists of education law, employment law, and governmental entity law. Mrs. Gulley routinely advises both public and private employers on ADAAA, FMLA, FLSA, termination, discrimination, and other employment issues, and regularly drafts employment handbooks and policies. Mrs. Gulley joined Underwood in 2004, and has been named a “Texas Rising Star” every year since 2007. She volunteers locally with the Texas Panhandle Pet Savers, is on the YMCA Board of Directors, and is a Director for the Amarillo Area Bar Association. Mrs. Gulley is a 2012 graduate of Leadership Texas, is the Chair of Underwood’s Employment Law Section, and serves on Underwood’s Practice Management Committee.

Ronn Garcia – UNDERWOOD LAW FIRM
Mr. Garcia’s practice includes public education law, employment law, and governmental law. In addition to providing general counsel, Mr. Garcia has assisted employers, both private and public, in their efforts to become I-9 compliant by conducting on-site I-9 self-audits. Mr. Garcia serves as an Executive Board Member of the South Plains Community Action Association and a Community Representative of the Head Start Policy Council. He is also a graduate of the 2013 Class of Leadership Lubbock and a recipient of Lubbock’s 2013 “20 Under 40” Award.

Monica Narvaez – UNDERWOOD LAW FIRM
Ms. Narvaez recently relocated to Texas from Ohio where she has been a licensed attorney for 10 years. Immediately before joining Underwood she was the Director of Labor Relations for a state agency of 1400 employees. Included in labor relations was oversight of the EEO function, recruitment, selection, classification plans and performance reviews. She has also served as a HR Policy Attorney for the State of Ohio and regularly advised HR Directors during her time as an Assistant Ohio Attorney General in the Employment Law Section. She is licensed in the United States District Courts for the Northern District of Texas and the Southern District of Ohio as well as admitted to the Bar of Solicitors for England and Wales. Recently, Ms. Narvaez began volunteering with the Texas Panhandle Pet Savers group.

Joe Bontke – EEOC
Mr. Bontke is the outreach manager and ombudsman for the Houston District Office of the U.S. Equal Employment Opportunity Commission. Mr. Bontke has been in the field of Human Resources & Civil Rights for the past 27 years and has experience in employment law and adult education. With a Bachelor’s in Philosophy and a Masters in Education, he has been a Human Resources Director, a Training Coordinator for the American Disabilities Act (ADA) Technical Assistance Center for Federal Region VI, was appointed as Assistant Professor at Baylor College of Medicine and recently has been named Chair of the Governors’ Committee for People with Disabilities by Governor Rick Perry.

Gary Graham - WILLIS
Mr. Graham is a Senior Client Service Specialist of Employee Benefits with Willis. Willis is one of the three largest insurance brokers in the world. He is responsible for the risk management of government mandates to employers in the employee benefit area. Mr. Graham began his career in the insurance industry in 1985. In 2000 his agency merged with HRH which later merged with Willis. He works with employers providing employee benefits.

Tommy Taylor, CLU - WILLIS
Mr. Taylor has been working in the employee benefits arena since 1979. He is a Managing Consultant for Willis North America Employee Benefit Practice. His primary focus is working with clients to maximize the return on their human capital investment. His key areas of concentration are increasing productivity, reducing turnover, and improving health and wellbeing within the workforce. In addition, he works with employer groups on technical and compliance issues related to employee benefits.
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