

MOORE & VAN ALLEN EMPLOYMENT TEAM

The Employment practice at Moore & Van Allen partners with our clients on all workforce management matters, not just litigation. Whatever the employment and labor law issue, we advise and defend our clients with experience and an understanding of the full range of realities businesses face. We offer integrated solutions that combine education, preventative counsel and legal action to protect our clients' interests and identify their potential vulnerabilities.

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Jeffrey M. Young (Research Triangle)

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ABOUT MOORE & VAN ALLEN

Moore & Van Allen is a business law firm that serves local, regional, national and international clients. Founded in 1950, we are one of the largest and fastest-growing law firms in the Southeast. With offices strategically located in North and South Carolina, we share a common goal: to provide excellent service to our clients.

We have assembled this team of attorneys to keep you informed about the latest developments and changes that affect your workplace. Each is committed to helping clients make the most of their business opportunities and challenges.



Moore & Van Allen

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EMPLOYMENT UPDATE 2007

Hot Issues Practical Solutions

September 27
Charlotte, NC
9:00 am – 1:00 pm
Noble's Restaurant
6801 Morrison Boulevard

October 18
Charleston, SC
9:00 am – 1:00 pm
Embassy Suites Hotel
Airport/Convention Center

October 23
Research Triangle, NC
9:00 am – 1:00 pm
Moore & Van Allen
Suite 500
430 Davis Drive

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EMPLOYMENT UPDATE 2007

Hot Issues Practical Solutions

The attorneys of Moore & Van Allen's Labor & Employment team developed this seminar to share strategies and suggestions for best practices. This year, the seminar will focus primarily on two recent hot trends—wage and hour collective actions and electronic information. The first topic is significant because the proliferation in claims involving overtime pay and failure to properly calculate working time is continuing. Collective actions—lawsuits brought by one or more employees, but which large groups of employees may join to present their case—are increasingly popular, lucrative for employees' attorneys, and potentially devastating for employers. We will discuss the trend, how to avoid common wage and hour pitfalls, and how to prepare for a collective action lawsuit.

The importance of the second topic is highlighted both by the trend of companies' increasing use of electronic means of communication and record storage, as well as by recent changes in rules of civil procedure concerning electronic records. Trial lawyers have realized that emails, drafts of documents and other electronic records can be a treasure trove of evidence. In fact, Congress has recently modified procedural rules governing civil litigation requiring parties to address production of electronic records at the beginning of the lawsuit. The second part of our seminar will provide guidance on how to manage electronic records; including retention and destruction policies relating to electronic communications and information storage.

Finally, to keep you up-to-date on other hot topics, we will have a panel discussion on the latest developments in the labor and employment field, such as; the recent spate of claims for breach of fiduciary duty under ERISA, the battle in Congress over the recent United States Supreme Court decision clarifying the timeliness of pay discrimination claims, and the new categories and requirements applicable to EEO-1 Form reporting. We look forward to you joining us.

AGENDA

- 8:45 - 9:10 Registration/Coffee
- 9:10 - 9:15 Welcome
- 9:15 - 10:15 Wage and Hour: How to Be Ready for the Collective Action
- 10:15 - 10:35 Break
- 10:35 - 11:40 Handling Electronic Information: What Do I Purge, What Do I Keep, What Will I Have to Hand Over
- 11:40 - 12:00 Break and Get Lunch
- 12:00 - 1:00 Lunch & Survey of Recent Developments & Discussion



REGISTRATION

Choose the location that is most convenient for you. Register all attendees by name and identify the company/organization represented. Please RSVP by Thursday, September 20. Seating is limited.

Sept 27 Charlotte, NC
9:00 am – 1:00 pm
Noble's Restaurant
6801 Morrison Boulevard
(704) 331-3780 or cltseminar@mvalaw.com

Oct 18 Charleston, SC
9:00 am – 1:00 pm
Embassy Suites Hotel Airport/Convention Center
(843) 579-7059 or clsseminar@mvalaw.com

Oct 23 Research Triangle, NC
9:00 am – 1:00 pm
Moore & Van Allen
Suite 500
430 Davis Drive
(919) 286-8160 or rtpseminar@mvalaw.com

For more information or questions about the seminars, contact Erin Maddrey at (704) 331-3770 or erinmaddrey@mvalaw.com.