

Confidence *FOR* what's brewing.



Fredrikson's
ANNUAL EMPLOYMENT & LABOR LAW SEMINAR
Wednesday, October 21, 2026 • Thursday, October 22, 2026

DAY 1 AGENDA SESSIONS

Wednesday, October 21, 2026 • 8 a.m. – 12 p.m.

8:00 a.m. Welcome

Krista A.P. Hatcher

8:05 a.m. Annual State & Federal Law Update

Jordan B. Boudreaux, Bryan J. Morben

This session provides an overview of the latest employment law developments and distills them into practical takeaways for employers – from the daily grind of compliance to emerging legal trends.



8:35 a.m. What the Courts Are Actually Saying About Your DEI Programs

Katie Atkinson Overberg, Bridget R. Penick, Emily S. Pontius

There are many voices seeking to influence employers regarding diversity, equity, and inclusion. This session will get straight to the information coming out of the EEOC, the DOJ, and the courts, and include practical advice for planning and implementing effective measures in your workplace.

9:20 a.m. Break

9:30 a.m. What's Brewing? What to do When You're Sued or Suing

Claire E. Beyer, Janet M. Dorr, Sarah A. Horstmann

Whether bringing claims against a former employee, or defending against an employee's claims, employers must balance business realities against legal remedies. This session examines restrictive covenant enforcement, cease-and-desist letters, investigations, and defensive considerations to help employers make informed decisions when employee disputes start brewing.

10:15 a.m. Break

10:30 a.m. A Jolt of Reality: AI Risks Employers Need to Wake Up To

Megan A. Bowman, Jade B. Jorgenson, David G. Waytz

Need a jolt of legal clarity? From deepfake references to algorithmic bias in employment decisions, these cautionary tales will wake up any employer still sleepwalking through AI adoption without guardrails or governance.

11:15 a.m. Workforce Restructurings and RIFs – Navigating Practical and Legal Considerations

Krista A.P. Hatcher, Peder J. Nestingen, Melissa R. Stumbras

In the wake of economic uncertainties and technological advances impacting staffing needs, many organizations are considering workforce restructurings and reductions. From evaluating alternatives to building defensible processes, meeting notice requirements, and offering severance, we'll serve up robust insights for best practices and key compliance considerations.

DAY 2 AGENDA SESSIONS



Thursday, October 22, 2026 • 8 a.m. – 12 p.m.

8:00 a.m. First Cup Insights: Minnesota Paid Leave One Year In

Erin M. Edgerton Hall, Ayesha Mitha

One year in, Minnesota Paid Leave has delivered hard-won lessons. Filter through the complexities with practical takeaways, clear guidance on employer obligations, and informed perspective that bring certainty to your employee leave and workforce planning efforts.

8:30 a.m. Brewing Better Employment Practices Through Litigation Lessons

Nancy S. Anton, Krista P. McDonald, Olivia N. Norwood

What can employment disputes teach us about prevention? This session examines lessons learned from recent workplace conflicts and litigation, offering actionable guidance to strengthen policies, improve management practices, and build greater confidence in employment decisions.

9:15 a.m. Break

9:25 a.m. The Right Blend: Immigration Pathways for Strengthening Your Workforce

Mimi H. Alworth

Discover the strongest blend for your business. This session will review the Employment-Based immigration lifecycle, including temporary visas and green card pathways, while addressing compliance and enforcement trends. Attendees will also learn about seasonal worker programs and recent immigration developments.

9:45 a.m. Benefits: Common Plan Errors and Corrections

Debra J. Linder

You've discovered an error in the administration of your retirement plan. Now what? We'll review common errors that you might find and how to correct them. We'll also review a brief update on recent developments.

10:05 a.m. Break

10:20 a.m. Grounded Legal Guidance for Pre-Employment Screening, Hiring, and Offer Letters

Ingrid N. Culp, Monica C. Delgado, Penny S. Oleson

From screening applicants to serving up offer letters, every hiring decision matters. This session covers evolving legal requirements for employment screening and hiring, practical hiring pointers to avoid future legal disputes, and essential offer letter terms, all aimed at helping you keep workplace issues from brewing over.

11:05 a.m. Break

11:10 a.m. Q&A Session

Nancy S. Anton, Ingrid N. Culp, Krista A. P. Hatcher, Jade B. Jorgenson, Debra J. Linder, Bridget R. Penick, Teresa M. Thompson, David G. Waytz

Your questions have been percolating during our annual Q&A session and it's time to plan your best next steps.

Fredrikson

Where Law and Business Meet®

60 South Sixth Street / Suite 1500 / Minneapolis, Minnesota 55402-4400

Tel. 612.492.7000 / Fax 612.492.7077

USA / China / Mexico / fredlaw.com

