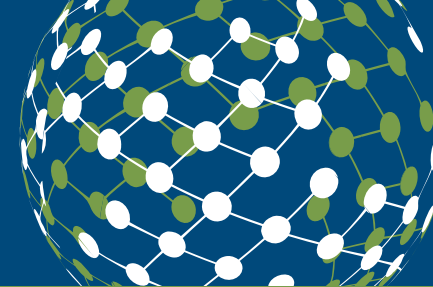


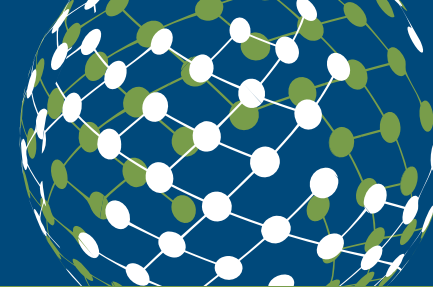
MONDAY, November 21, 2016 | Four Seasons Toronto

TIME	TOPIC	SPEAKERS
8:00 am - 9:00 am	Registration and coffee	
9:00 am - 9:15 am	Welcome	<p><b>Sari Springer</b>, Office Managing Shareholder, Littler Canada</p> <p><b>Tom Bender</b>, Co-President and Managing Director, Littler</p>
9:15 am - 10:15 am	<p><b>Canadian Employment and Labour Law: Trends for 2017</b></p> <p>The landscape for Canadian employment and labour law is fast moving and ever changing. This first panel will look at that landscape in the context of the top five issues that have been addressed recently by courts and arbitrators and relevant case law dealing with each one of those issues. Topics to be discussed include:</p> <ul style="list-style-type: none"> <li>• Issues relating to employment contracts, particularly termination clauses;</li> <li>• Bonus issues, especially entitlement to bonus upon dismissal;</li> <li>• Harassment awards and non-compliance under Ontario Bill 132;</li> <li>• Summary judgment motions; and</li> <li>• Just cause.</li> </ul>	<p><i>Moderator:</i></p> <p><b>Barry Kuretzky</b>, Shareholder, Littler Canada</p> <p><i>Speakers:</i></p> <p><b>George Vassos</b>, Shareholder, Littler Canada</p> <p><b>John Kloosterman</b>, Shareholder Littler Canada/US</p> <p><b>Adrian Jakibchuk</b>, Associate, Littler Canada</p>
10:15 am - 11:15 am	<p><b>Data Privacy Law: Recent Developments Mean New Challenges For Multinational Employers</b></p> <p>Data protection and privacy compliance has become an increasingly complex challenge for employers with multinational operations as important markets around the world have begun implementing and enforcing new data protection laws. At the same time, the past year has seen fundamental changes in the laws governing data transfers from Europe and ramped up enforcement of information security regulations in the U.S., putting multinational employers at risk. This panel of experienced practitioners will discuss employers' obligations, and provide practical recommendations for implementing effective policies to achieve compliance with the complex laws regulating the privacy, security and transfer of personal data. Topics that will be discussed include:</p> <ul style="list-style-type: none"> <li>• Harmonizing privacy and managerial rights</li> <li>• Update on Canadian provincial and federal laws governing privacy, including privacy related torts</li> <li>• Employee policies and employment agreements</li> <li>• Cross border transactions, points of concern</li> </ul>	<p><i>Moderator &amp; Speaker:</i></p> <p><b>Monty Verlint</b>, Shareholder, Littler Canada</p> <p><i>Speakers:</i></p> <p><b>Philip Gordon</b>, Shareholder, Littler U.S.</p> <p><b>Matthias Sandmeier</b>, Shareholder, Littler Germany</p>



MONDAY, November 21, 2016 | Four Seasons Toronto

TIME	TOPIC	SPEAKERS
11:15 am - 11:30 am	<b>Coffee Break</b>	
11:30 am - 12:30 pm	<p><b>Innovating The Practice of Labour &amp; Employment Law</b></p> <p>Increasingly, clients are asking their law firms to deliver legal services more efficiently. Clients need on-demand access to critical information about new laws, regulations and court decisions affecting their day-to-day operations and long-term strategic objectives. Clients also want their law firms to handle litigation and other matters more efficiently while controlling costs, maintaining the highest levels of quality and providing greater transparency. Littler has developed innovative products and services that address a wide range of employment and labour issues that are truly changing the way lawyers and clients work together. This session will provide a dynamic overview of Littler’s award-winning innovative KM products and services, Littler CaseSmart, our unparalleled approach to handling litigation, and ComplianceHR, our unique suite of risk analysis applications.</p>	<p><i>Speaker:</i>  <b>Scott Rechtschaffen,</b>            Chief Knowledge Officer, Littler U.S.</p>
12:30 pm - 2:00 pm	<p><b>Luncheon with Keynote Presentations on Diversity and Inclusion in the Workplace</b></p> <p>Angelique EagleWoman (<i>Wambdi A. Was'teWin</i>), Dean and Law Professor of Lakehead University’s Bora Laskin Faculty of Law, made history on May 1, 2016 as the first Aboriginal woman in Canada to hold such title. A widely-recognized authority on Indigenous relations in the U.S. and in North America, Dean EagleWoman is a prolific author on topics ranging from governmental policies affecting Indigenous communities, implementation of the recommendations of the Truth and Reconciliation Commission, to application of the UN Declaration on the Rights of Indigenous Peoples. Dean EagleWoman will speak as a Dakota woman on her motivation to become a lawyer from a young age. She will discuss educational institutional barriers and supports as an Indigenous student on the path to law school. In her presentation, she will discuss the various legal positions she has held to develop her skill set. The presentation will include information on the mentoring that led her to legal academia. Her role as a law professor and becoming the first Indigenous law dean will bring the discussion to the present.</p> <p>Alison Davis is Office Managing Shareholder of Littler’s Washington, D.C. office, and represents and counsels employers on complying with equal employment opportunity laws and the nuanced issues that arise under them. With an exceptional ability to respond to HR challenges in an ever-evolving workforce, Ms. Davis will speak on the global realities and shifting demographic trends that compel employers to navigate new dynamics in the workplace. Ms. Davis will provide insight on the successful advancement of a healthy corporate culture from the perspective of a Canadian-American (of West Indian heritage) managing and advising on diversity and inclusion practices and programming.</p>	<p><i>Keynote Speakers:</i>  <b>Angelique EagleWoman,</b>            Dean and Law Professor of Lakehead University’s Bora Laskin Faculty of Law  <b>Alison Davis,</b>            Office Managing Shareholder,            Littler U.S.</p>



MONDAY, November 21, 2016 | Four Seasons Toronto

TIME	TOPIC	SPEAKERS
2:00 pm - 3:00 pm	<p><b>Conducting Effective Workplace Investigations</b></p> <p>Recent changes to legislation and some high-profile workplace investigations have served to highlight the critical importance of proactive, timely, and fair workplace investigations. This session will review the key elements of fair and effective workplace investigations, and discuss how to avoid common mistakes that can result in significant liability. Topics to be discussed include:</p> <ul style="list-style-type: none"> <li>• Circumstances requiring an investigation</li> <li>• Pre-investigation considerations</li> <li>• Effective investigation practices</li> <li>• The Report</li> <li>• Practical suggestions to avoid common mistakes and pitfalls</li> </ul>	<p><i>Moderator:</i> <b>Sarah Crossley</b>, Shareholder, Littler Canada</p> <p><i>Speaker:</i> <b>Tania Terrazas</b>, Associate, Littler Mexico</p>
3:00 pm	<p><b>Closing Remarks</b></p>	<p><b>Sari Springer</b>, Office Managing Shareholder, Littler Canada</p>