

## employment intelligence

## OHIO REGIONAL EMPLOYER | COLUMBUS, OH | SEPTEMBER 25, 2025

8:00 a.m. – 9:00 a.m.

## Registration and Breakfast

9:00 a.m. – 9:40 a.m.

## Session 1 | Key Employment Areas to Watch

The current administration has introduced an expansive policy agenda, including unwinding many of the previous administration's policies via executive orders and regulatory actions. We will provide an overview of those efforts not only as they relate to the reshaping of labor and employment policy, but also the resulting impacts on pending federal litigation against several final rules promulgated by the previous administration, including white-collar overtime exemptions, independent contractor status, project labor agreements and workplace "walkaround" inspections, among others. We will also forecast key labor and employment developments to watch in the days ahead.

## Speakers:

[Lisa M. Kathumbi](#) and [Ryan J. Morley](#)

9:40 a.m. – 9:45 a.m.

## Break

9:45 a.m. – 10:15 a.m.

## Session 2 | Managing Unfair Competition: Critical Considerations for the National Employer

Client and vendor relationships that employers entrust to their employees and executives are a vital network for long-term business sustainability. A company's confidential information and trade secrets are critical to its lifeblood. Yet, employees regularly put these in jeopardy when they leave one company to go to a direct competitor. This is especially challenging for the national employer who must work through myriad conflicting noncompete/nonsolicit legislation across the country.

This session will examine some of the suggested practices employers should follow to reduce and manage unfair competition by current or former employees. Our panelists are locally qualified, regional legal practitioners who will discuss the good and better practices of national employers for noncompetition and nonsolicitation covenants. Participants will have the opportunity to discuss directly what they have seen, done and wish they had done when confronted with unfair competition scenarios.

## Topics will include:

- Noncompetition covenants and how national companies manage them
- Nonsolicitation covenants, an alternative or additional provision to manage unfairness
- Enforcement considerations
- Alternate approaches to noncompetition agreements

## Speakers:

[Kevin E. Griffith](#), [John W. Hofstetter](#), [Andrew Klaben-Finegold](#) and [Chad J. Kaldor](#)

10:15 a.m. – 10:30 a.m.

## Break

10:30 a.m. – 11:20 a.m.

### Session 3 | Pull Up a Chair! Let's Talk Leave and Accommodations

Join us for an open forum to talk about some of your most pressing leave and accommodation issues (under FMLA, PWFA, ADA and more). Our panelists will frame the discussion around some challenging hypothetical situations employers are facing with increasing frequency, and registrants can submit questions and issues ahead of time for consideration as part of the program. This interactive discussion will focus on the specific laws and regulations governing these issues and challenges, some strategic solutions for each, the associated risks of the approaches and other practical considerations. There will be open discussion time for input from attendees to address what has (and has not) worked well; to ask questions about approaches and ideas they are considering; and to pressure test some of their strategies in a room full of practitioners who dedicate significant parts of their day to these issues. This presentation is perfect for those who want to come and be actively involved in the discussion, but also for those who may prefer instead to observe and listen to what other employers and the Littler leave and accommodations team are advising and doing in this ever-evolving area of the law.

#### Speakers:

[Drew C. Piersall](#), [Amy Ryder Wentz](#) and [Colleen Koehler](#)

11:20 a.m. – 12:00 p.m.

## Lunch

12:00 p.m. – 12:45 p.m.

### Keynote | Ohio's Business and Employment Outlook

#### Speakers:

[Jason Hall](#), CEO of the Columbus Partnership and [Lisa M. Kathumbi](#), Office Managing Shareholder – Littler Columbus and Littler Lexington

12:45 p.m. – 1:00 p.m.

## Break

1:00 p.m. – 1:30 p.m.

### Session 4 | The Room Where It Happens: Helping the C-Suite Avoid a Wage and Hour Calamity

Join us for an interactive presentation where we talk through some of the biggest wage and hour issues and misconceptions that employers often face in the workplace. You'll even get the chance to try your hand at responding to some of the most seen issues in real time during the session! But don't worry, your Littler attorneys will be there to help guide you so you can walk away feeling more comfortable navigating and possibly avoiding wage and hour calamities. Don't miss your shot at being in the room and learning some valuable wage and hour information!

#### Speakers:

[Shannon K. Patton](#), [LaToi D. Mayo](#) and [Katherine J. Mills](#)

1:30 p.m. – 1:35 p.m.

## Break

1:35 p.m. – 2:25 p.m.

## Session 5 | Navigating IE&D in the Current Landscape

The new administration has brought a sea change to employment inclusion, equity and diversity (IE&D) policies, initiatives, and practices. What steps has the Trump administration taken so far in terms of agency appointments, executive orders, and directives that will inform a business' IE&D decisions? How have Supreme Court and lower court decisions factored into these changes? How do an employer's pay equity efforts, employee resource groups, training, and recruitment practices come into play? Where do employers go from here? This session will highlight the most common IE&D developments and litigation trends and examine practical takeaways for employers, in-house counsel, and members of the C-Suite.

### Speakers:

[Monica D. Sislak](#), [Shannon Henry](#), and [Paul E. Bateman](#)

2:25 p.m. – 2:50 p.m.

## Break

2:50 p.m. – 3:20 p.m.

## Session 6 | AI: States of Play

While AI is seemingly being used everywhere, laws on AI use in employment are few and far between. Is there a tsunami building, or is it just a storm in a teacup? This session explores the diverging perspectives on the need for AI-specific legislation, the states leading the charge on workplace AI regulation, and the 2025 shift in federal enthusiasm for limits and restrictions on AI.

### Speakers:

[Niloy Ray](#), [Aliyah S. Hasan](#) and [Andrew N. Domozyk](#)

3:20 p.m. – 3:30 p.m.

## Break

3:30 p.m. – 4:20 p.m.

## Session 7 | Labor Law Shake-Up: What Employers Need to Know About the NLRB and the Law

Predicting the future of the NLRB feels a bit like shaking a Magic 8 Ball. Over the past few years, employers have seen the NLRB issue decisions changing the legal landscape on, among other things, the right to a secret ballot election, protected concerted activity, employer policies, and how employers may communicate with employees about unionization. It has also brought forward appellate court decisions sharply critical of those decisions and employers lodging constitutional challenges against the very structure of the Board itself. Meanwhile, employers continue to manage complex workplaces with multiple generations of workers while trying to remain compliant with the shifting law regarding how to lawfully communicate with them. With new NLRB leadership, employers are left wondering if the Board's interpretation of the law will change again, and when. While there are a number of unknowns, what is known is that employers will continue to encounter challenges complying with a complex set of labor laws and workplace issues.

In this session, Littler's experienced labor attorneys will discuss the current state of the law and how it is expected to change, including:

- Lawful and effective engagement and communication strategies with employees
- What legal compliance with the NLRA means
- Precedent and regulatory shifts expected in the immediate future
- Developing a compliance and litigation strategy

### Speakers:

[Brooke E. Niedecken](#), [Kameron T. Miller](#) and [Jason T. Hartzell](#)

4:20 p.m. – 5:30 p.m.

## Networking Reception