

TENNESSEE HUMAN RIGHTS COMMISSION

IN PARTNERSHIP WITH

TENNESSEE DEPARTMENT OF HUMAN RESOURCES

PRESENTS



VIRTUAL

EMPLOYMENT LAW SEMINAR

Thursday, December 9, 2021

9:00 a.m.- 12 p.m.



Dear ELS Attendees:

I am pleased to welcome you to the 2021 Virtual Employment Law Seminar. Each year the Tennessee Human Rights Commission, in partnership with the Tennessee Department of Human Resources, produces a seminar on the latest updates in employment law.

Our goal is to provide attorneys, human resource professionals, employment law professionals, and others with the knowledge necessary to support the latest best practices for anti-discrimination and inclusion policy in the workplace.

The mission of the Tennessee Human Rights Commission is to safeguard individuals from discrimination through education and enforcement, and efforts like the Employment Law Seminar are a crucial means of fulfilling that mission.

This year we are, as always, honored to host an excellent group of speakers who will provide us with their expertise.

We are excited about the caliber of our speakers, as well as the usefulness and relevance of their presentations. We are confident that you will be enlightened by the seminar.

Sincerely,

A handwritten signature in blue ink that reads "Beverly L. Watts".

Beverly L. Watts
Executive Director
Tennessee Human Rights Commission



Welcome to the 2021 Virtual Employment Law Seminar!

Within DOHR, our values include customer focus and data informed decision as we serve the State of Tennessee employees.

In partnering with the Tennessee Human Rights Commission, our customer, the goal of this annual event is to present relevant information and tools to support you in your day to day operations. We will share content in this virtual setting that deal with current issues and situations in employment law that you as leaders may be facing or could potentially encounter.

We have speakers with important information to share with you, and I ask that you “Be Here Now,” giving your full attention to each subject matter as it is presented.

In closing, I would like to thank each of you for participating in our conference and bringing your expertise. You, as leaders, have the vision, knowledge and experience to help us pave our way into the future. You are truly our greatest asset today and tomorrow, and we could not accomplish what we do without your support and leadership.

Again, welcome and thank you for attending.

Sincerely,



Juan Williams
Commissioner
TN Department of Human Resources



THRC VIRTUAL EMPLOYMENT LAW SEMINAR AGENDA

Thursday, December 9, 2021

TIME	TOPIC	PRESENTERS
9:00 a.m.	Welcome & Opening Remarks	Beverly Watts -Executive Director, <i>TN Human Rights Commission</i> Lesley Farmer - Deputy <i>Commissioner and General Counsel,</i> <i>TN Department of Human Resources</i>
9:05 a.m.	"Working and Managing from Home: New Challenges in a Remote World"	Luther Wright, Jr. - Of Counsel and <i>Assistant Director of Client Training-</i> <i>Ogletree, Deakins, Nash, Smoak &</i> <i>Stewart, P.C.</i>
10:00 a.m.	"The Future of Work: Recruiting and Retaining Talent in 2022 and Beyond"	Kim Vance - Shareholder- <i>Baker,</i> <i>Donelson, Bearman, Caldwell &</i> <i>Berkowitz, P.C.</i>
11:00 a.m.	EEOC Updates	Edmond C. Sims, Jr. -Acting District <i>Director Memphis District-U.S. Equal</i> <i>Employment Opportunity Commission</i> <i>(EEOC)</i> Faye A. Williams - <i>Regional Attorney</i> <i>for the Office of General Counsel</i> <i>Memphis District- U.S. Equal</i> <i>Employment Opportunity Commission</i> <i>(EEOC)</i>
12:00 p.m.	Closing Remarks	Beverly Watts -Executive Director, <i>TN Human Rights Commission</i> Lesley Farmer - Deputy <i>Commissioner and General Counsel,</i> <i>TN Department of Human Resources</i>

ELS PRESENTERS



Luther Wright, Jr.

***Of Counsel and Assistant Director of Client Training
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.***

Luther Wright, Jr., Esq. After graduating from Vanderbilt University School of Law, Luther Wright, Jr. began his career with a general practice firm in the litigation section. He spent the first several years of his legal career practicing in the general litigation area before joining the Labor & Employment team. He has significant experience in the areas of labor and employment law, corporate business litigation and complex litigation, including class action and collective action lawsuits. He typically represents management in all forms of employment discrimination litigation, including litigation based on federal anti-discrimination statutes, state statutes and common law, violence in the workplace, Fair Labor Standards Act claims and independent contractor disputes. Luther is a member of Ogletree's Diversity and Inclusion Action Team that provides timely client advice and guidance on diversity related matters. Luther also devotes a significant amount of his practice to day-to-day client advice, general supervisor/employee training, training and advising on diversity and inclusion issues and workplace violence issues, and also acts as the Assistant Director of Client Training as part of the Ogletree Deakins Learning Solutions ("ODLS") team. ODLS provides employee and supervisor training in a variety of formats, including in-person training, training by webinar/webcasts and customized video training products.

Luther has experience representing banks, national gaming companies, automotive companies, government contractors, hospitals, restaurants, retail establishments, closely held businesses and entertainment companies in employment and business litigation. He has represented clients in litigation based on federal and state anti-discrimination laws, state tort litigation, personal injury matters involving commercial vehicles, claims under the Equal Credit Opportunity Act, class action and multi-plaintiff litigation. He has practiced before Tennessee trial courts throughout the State of Tennessee, Federal District Courts in Alabama, Arkansas, Georgia, Illinois, Kentucky, Minnesota, New Mexico, Oklahoma, Tennessee and Wisconsin, and the United States Court of Appeals for the Sixth and Eleventh Circuits. A highly evaluated public speaker, Luther has spoken before numerous industry groups, professional associations and clients across the country on topics ranging from implementation of employee discipline to respect in the workplace. His 1995 Law Review Article, *Who's Black, Who's White and Who Cares: Reconceptualizing the United States' Definition of Race and Racial Classifications*, 48 Vand. L. R.513 (1995) has been excerpted in more than 10 books and has been consistently cited in scholarly publications and textbooks since its publication.



Kim Vance
Shareholder

Baker , Donelson, Bearman, Caldwell & Berkowitz, P.C.

Kim Vance, Esq. is a shareholder in the Labor & Employment Group at Baker Donelson's Nashville office. "Kim Vance has a 'very broad knowledge' of labor and employment law and is lauded for her 'hands-on' experience. She has extensive experience in HR and management training, in addition to noteworthy litigation experience." Chambers USA: America's Leading Business Lawyers 2018.

"Kim Vance is described by sources as 'a terrific problem solver.' She is noted for her impressive counseling and defense of management teams before the EEOC and the Tennessee Human Rights Commission." Chambers USA: America's Leading Business Lawyers 2013.

Ms. Vance "is commended for her breadth of experience and impressive client base." Chambers USA: America's Leading Business Lawyers 2012.

"Kim is unique. She has the mind of a business owner and the intellect of a great lawyer. This combination has benefited our company in very meaningful ways," said Joe Scarlett, Chairman and former CEO at Tractor Supply Company, where Ms. Vance formerly served as General Counsel.

In addition to defending companies in employment litigation, Ms. Vance's practice focuses upon:

- presenting in-house management training programs to reduce employment related legal risks for companies across the nation;
- counseling management clients through auditing human resources policies and practices to reduce legal risks;
- developing pre-litigation strategies to improve available defenses in preparation for litigation.

She has represented management clients in State and Federal Courts and in defense of administrative proceedings before the Equal Employment Opportunity Commission, State Human Rights Commissions, State Unemployment Commissions, Arbitrators, the National Labor Relations Board and the Department of Labor.



Edmond C. Sims, Jr.
Acting District Director-Memphis District
U.S. Equal Employment Opportunity Commission (EEOC)

Edmond C. Sims, Jr. was named District Deputy Director in the Memphis District Office of the U.S. Equal Employment Opportunity Commission in January 2017. He is responsible for the management of all Memphis Office Enforcement, Finance, Information Technology, and Human Resources Management functions within the District which encompasses the states of Tennessee, Arkansas and northern sixteen counties of Mississippi. The Memphis District enforces all the federal EEO laws against employment discrimination in their assigned area.

Mr. Sims earned his Bachelor of Science degree in Business Administration from Baker University, Baldwin, Kansas in 1994. He received his Master's Degree in Public Administration from Troy University, Troy, Alabama in 2003.

From 1983 to 2006, Mr. Sims served in various capacities as a U.S. Air Force Officer culminating in his retirement from the U.S. Military in August 2006. Some key career highlights include serving as a U.S. Military Diplomat in Saudi Arabia in 2001, as well as, serving as the Installation Deputy Inspector General at Kunsan Air Base, South Korea in 2005.

Mr. Sims started his career with the U.S. Equal Employment Opportunity Commission in 2007 as an Investigator and was subsequently promoted to District Resource Manager in 2009 before assuming his current position in 2017. During his tenure as an Investigator, his performance led to his selection as the FY2008 and FY2009 Investigator of the Year for the Memphis District, as well as, the CY2009 Federal Executive Association Memphis Metropolitan Area Federal Employee of the Year, in the Outstanding Specialist category. Mr. Sims was further selected as one of the U.S. EEOC Chair's Gold Award Winners for CY2014 based on his outstanding performance in the areas of Human Resources, Financial Management and Information Technology. Mr. Sims is a frequent speaker on a variety of employment discrimination issues across the district. His community volunteer efforts supporting the Memphis Junior Achievement Program targeting inner city schools are noteworthy. He was selected as the Memphis Junior Achievement Volunteer of the Year for CY2014.



Faye A. Williams

***Regional Attorney for the Office of General Counsel-Memphis District
U.S. Equal Employment Opportunity Commission (EEOC)***

Faye A. Williams, Esq. has served as the regional attorney for the Office of General Counsel/ Memphis District Office of the Equal Employment Opportunity Commission (EEOC) since July 2006. In that role, she directs and manages the district's litigation program for Tennessee, Arkansas, and seventeen counties in the Northern District of Mississippi. Before joining the EEOC in 1989, Ms. Williams served as a judicial law clerk in the Middle District of Tennessee, Nashville Division. Ms. Williams began with EEOC as a Trial Attorney in November 1989. As a trial attorney, she litigated cases before juries in Tennessee and Arkansas arising under the Age Discrimination in Employment Act, Americans with Disabilities Act and Title VII of the Civil Rights Act of 1964. She obtained a jury verdict in one of the first cases filed by the EEOC under the Americans with Disabilities Act of 1990 after the Act's passage. She served as supervisory trial attorney from 2001 until July 2006.

Ms. Williams has served as speaker for the Tennessee Human Rights Commission; Ben F. Jones Chapter of National Bar Association; Tennessee Bar Association; Memphis Bar Association; NAACP Chapters; human resources and community and civic groups. Ms. Williams is a 1985 graduate of the University of Memphis, Cecil C. Humphreys School of Law. She is a member of the National Employment Lawyer's Association; member of the Tennessee Chapter of the National Employment Lawyers' Association; member of National Bar Association, Ben F. Jones Chapter; Board of Directors of the H. T. Lockard Foundation; Past Vice President of Napier Looby Bar Association; Former Member Board of Director of Memphis Area Legal Services; and Government Fellows, American Bar Association, Labor and Employment Lawyers.

SEMINAR INFORMATION



EVALUATIONS

We value your input, and use it to determine how to shape future seminars. Some of our most interesting presentation topics were suggested in past evaluations. We would appreciate your feedback and find out what we're doing well, what we could improve on and what sorts of things you'd like to see at future Employment Law Seminars.

CLE CREDITS

The 2021 THRC Virtual Employment Law Seminar is approved for a total of **3 general CLE credit hours**. If you are an attorney, please fill out and return the attestation CLE credits form to thrc.communications@tn.gov, **be sure to include your BPR number**. The Tennessee Human Rights Commission will enter your attendance with CLETN after the conclusion of the seminar.

HRCI CREDITS

The 2021 THRC Virtual Employment Law Seminar is approved for a total of **3.0 general HR recertification credit hours**. Attendees wishing to receive this credit must enter the seminar information into their recertification profile at hrci.org. After clicking the my recertification link, go to the Continuing Education: Pre-Approved Activities section of the learning plan. Follow the prompts to add the seminar to your profile. The Activity ID for the seminar is **576142**. If you need assistance, please contact HRCI at recertification@hrci.org.

Thank you for attending the
2021 THRC Virtual Employment Law Seminar



A horizontal strip of white background containing several black silhouettes of business professionals in various poses, such as talking, standing, and shaking hands, set against a light blue gradient background.

2021 THRC Virtual Employment Law Seminar

TENNESSEE HUMAN RIGHTS COMMISSION

WWW.TN.GOV/HUMANRIGHTS

1-800-251-3589

