



Special Guest Speaker:

**Peggy Mastroianni, Esq.
Legal Counsel
Employment Opportunity
Commission (EEOC)**

Ms. Mastroianni is responsible for developing Commission guidance under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Equal Pay Act, the Americans with Disabilities Act (ADA), and the Genetic Information Nondiscrimination Act (GINA), and for providing legal advice for the Commission on a wide range of substantive issues and administrative matters. Ms. Mastroianni directed the development of EEOC's Enforcement Guidance on the Consideration of Arrest and Conviction Records in Employment Decisions (April 2012), as well as its Final Regulations on Reasonable Factors Other than Age Under the ADEA (March 2012), on the ADA Amendments Act (March 2011), and on Title II of the Genetic Information Nondiscrimination Act (November 2010). Under Ms. Mastroianni's direction, the Office of Legal Counsel has also developed policy documents addressing Religious Discrimination, Unlawful Disparate Treatment of Persons with Care giving Responsibilities, Race and Color Discrimination, National Origin Discrimination, and a wide range of topics under the ADA. Ms. Mastroianni graduated from Cornell University, Harvard University Graduate School of Education, and the Fordham University Law School. She was elected a fellow of the College of Labor and Employment Lawyers in 2003; she received the Mary C. Lawton Award for Outstanding Government Service from the ABA Section of Administrative Law and Regulatory Practice in 2008; and, in 2009, she was named Federal Labor and Employment Attorney of the Year by the ABA's Section of Labor and Employment Law.



**Henry C. Barnett, Jr., Esq.
*Panelist for Q & A Session***

Henry Barnett has spent his entire career as a member of Capell & Howard's litigation section, handling a wide variety of cases for almost thirty-five years. For the past twenty five years he has concentrated his practice on representing management regarding issues of employment law. Henry's proficiency in this field has been recognized by The Best Lawyers in America. His clients include several agencies of the State of Alabama and some of Montgomery's largest private employers.



**Bruce J. Downey, III, Esq.
*Panelist for Q & A Session***

Bruce Downey handles the full variety of labor law matters at Capell & Howard, from union elections to grievance arbitration and contract negotiations, and has appeared in many NLRB proceedings. The bulk of his practice is in the counseling of employers about employment law matters and defending employment law claims. Bruce has authored several employment-related publications, including employee handbooks for his various corporate clients and guides for various continuing education companies. He provides seminars for his clients on a wide range of topics. Bruce's proficiency in this field has been recognized by The Best Lawyers in America. Bruce has been active in the Labor and Employment Section of the Alabama State Bar, including service as its chairman.

SEMINAR AGENDA

- 8:30 to 9:00 a.m. REGISTRATION**
- 9:00 to 9:30 a.m. Barbara J. Wells, Esq.**
- 9:30 to 10:00 a.m. Clinton A. Richardson, Esq.**
- 10:00 to 10:45 a.m. Peggy R. Mastroianni, Esq.**
- 10:45 to 11:00 a.m. BREAK**
- 11:00 to 11:30 a.m. Patricia R. Osuch, Esq.**
- 11:30 to 12:00 p.m. Christopher W. Weller, Esq.**
- 12:00 to 12:30 p.m. PANELISTS ANSWER YOUR QUESTIONS**



**Christopher W. Weller, Esq.
*Panelist & Presenter:
The Nuts and Bolts of
Wage and Hour Law***

Chris Weller's practice at Capell & Howard is focused on complex labor & employment law and commercial litigation which centers on the defense of civil cases in state and federal court. Chris has had lead responsibility for the defense of a wide range of civil lawsuits involving claims of sexual, racial and age discrimination, product liability, the Alabama Motor Fuel Marketing Act, fraud, breach of contract, negligence, construction, personal injury and other issues affecting employers and businesses. He is currently serving as class counsel for the State of Alabama in the largest employment class action case filed in the State's history. Chris also provides counseling and guidance to employers on a wide range of topics, including termination and discipline, harassment avoidance, reduction-in-force issues and non-compete and confidentiality agreements.



**Barbara J. Wells, Esq.
*Panelist & Presenter:
Your Best Response to an
EEOC Charge***

Barbara Wells' practice with Capell & Howard is focused on labor & employment law and commercial litigation in federal and state court. Barbara has had lead responsibility for a wide range of civil lawsuits involving claims of employment discrimination or retaliation and claims of civil rights violations. She has represented both private and governmental entities. Barbara has argued cases before the Eleventh Circuit Court of Appeals and tried several cases to judgment in federal court. She provides counseling and guidance to employers on a wide variety of topics, including but not limited to development of personnel policies and investigations of employee misconduct. She also has experience with traditional labor law, including arbitration under collective bargaining agreements.

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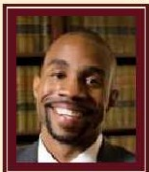
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program.****



**Patricia R. Osuch, Esq.
Presenting:
Social Media: Lawfully
Obtaining the Correct
Information**

Patricia ("Trisha") Osuch concentrates her practice at Capell & Howard in the areas of employment law and general civil litigation. She has experience handling cases involving claims of worker's compensation retaliation, age discrimination, and sexual harassment. Born in Syracuse, New York, Trisha received her undergraduate degree in Philosophy from The University of Rochester and her J.D. from Syracuse University College of Law. While in law school, Trisha served as an Associate Editor of the *Syracuse Law Review*.



**Clinton R. Richardson, Esq.
Presenting: Preparing for
the New Health Care Law**

Clinton Richardson concentrates his practice at Capell & Howard in the area of civil litigation. Born in New Orleans, Louisiana, Clinton received his undergraduate degree in Criminal Justice, with a minor in Psychology from The University of Alabama and his J.D. from Thomas Goode Jones School of Law at Faulkner University. While in law school, he was a member of the Board of Advocates, participated in multiple advocacy competitions, and served as an Editor on the *Faulkner Law Review*.

CAPELL & HOWARD P.C.

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**YOU ARE INVITED TO ATTEND
OUR ANNUAL LABOR & EMPLOYMENT
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**Monday
March 11, 2013
8:30 a.m. – 12:30 p.m.**

**Auburn University Montgomery
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