

## **2025 Employment and Employee Benefits Seminar**

**February 5th, 2025**

### **9:00 - 10:00 AM - Foundations of Controlled and Affiliated Service Groups:**

**Jesse St.Cyr and Hannah Munn**

Determination of a controlled group or an affiliated service group can be complicated when taking into consideration each plan's unique circumstances. Join Jesse and Hannah as they discuss family attribution, disregarded stock and stock options in these determinations, and the impact on plan testing and design. The Application Session to follow is where we will apply this knowledge to several case studies.

### **10:00 - 11:00 AM - SECURE 2.0 Plan Corrections: New Options and New Restriction:**

**Jesse St.Cyr and Hannah Munn**

Join Jesse and Hannah as they discuss what you need to know about plan corrections after SECURE 2.0, including IRS Notice 2023-43 providing guidance on the expansion of the EPCRS. They will walk you through the recent changes to correction options, what may be coming, potential challenges, and strategies to keep retirement plans in compliance.

### **11:15 – 12:15 PM – Drug Testing in North Carolina and Marijuana Use: The Times They Are a Changin':**

**Steve Rowe and Adia Craig**

At last year's seminar, Steve Roew presented on this topic, which generated a lot of discussion. Since that time, there have been a number of interesting developments including an appellate court's decision in an important case for North Carolina employers. Sit back, for an even deeper, updated dive into the legal intricacies of drug testing in North Carolina and marijuana use with Adia and Steve. Uncover the nuances of employee hemp product use, what is the difference between THC and CBD and Delta 8, 9 and 10, federal testing requirements, and a comprehensive survey of marijuana testing protocols across the states.

### **12:45 - 1:45 PM - Mastering the FMLA, ADA, and Mental Health Accommodations:**

**Susie Gibbons, Steve Rowe, and Adia Craig**

Explore the legal considerations for managing mental health conditions in the workplace as Susie and Adia delve into employee leave and accommodation requests. This presentation will highlight recent legal developments, existing employer obligations, and common pitfalls for employers to avoid.

### **1:45 - 2:45 PM – Unlock the Best Practices for DEI in 2025 and Beyond:**

**Susie Gibbons and Caroline Margolis**

Join Susie and Caroline as they explore the evolving legal landscape of diversity, equity, and inclusion in the workplace. This session will provide actionable strategies for organizations to not only stay ahead of emerging trends but also reduce the risk of future litigation."

### **3:00 - 4:00 PM – Litigation Trends Update, State Law "Gotcha" Traps and New Administration Changes:**

**Susie Gibbons, Steve Rowe, Caroline Margolis, and Adia Craig**

Our employment panel will discuss recent trends in EEOC and private party litigation, state law developments that may pose traps for multi-state employers and possible policy and regulatory changes that the new administration may adopt.