

2 0 2 6 EMPLOYMENT LAW SEMINAR

A G E N D A

BISMARCK – MAY 5 | FARGO – MAY 6

From Onboarding to Offboarding: Practical Guidance for the Employee Lifecycle

From the first interview to the final paycheck, legal exposure can arise at any stage. This seminar walks through various stages in the employee lifecycle, teaching employers how to spot and mitigate risks across hiring, performance management, labor relations, disciplinary actions, and separation decisions. Also enjoy an update on the latest developments in legislation and case law, along with the ever-popular Q&A panel to answer all your burning questions!

8:30-9:00 a.m. \ Registration/Breakfast

9:00-9:15 a.m. \ Welcome

9:15-10:30 a.m. \ Hiring and Performance Management: Laying the Groundwork

In this session, Vogel attorney Quinn Askew addresses hiring and performance management, with guidance for recruitment, interviews, onboarding, performance evaluations, and proactive performance management.

10:30-10:45 a.m. \ BREAK

10:45-12:00 p.m. \ Labor Law in the Employee Lifecycle

In this session, Vogel's Labor Law Team – attorneys Seth Thompson and Gavin Mindt – examine how labor-union issues can arise at every stage of the employee lifecycle and provide best practices for maintaining compliance with the National Labor Relations Act.

12:00-12:45 p.m. \ LUNCH (provided)

12:45-1:45 p.m. \ Case Law and Legislative Update

In this session, Vogel attorney Sarah Schauer provides an update on recent and pending developments in employment and labor law with a focus on key legislative changes and noteworthy cases impacting employers.

1:45-1:55 p.m. \ BREAK

1:55-3:10 p.m. \ Managing the Endgame: Best Practices for Discipline and Termination

In this session, Vogel attorney MacKenzie Hertz covers employee discipline, effective documentation practices, and key considerations in the termination process, such as conducting termination meetings, recovering and protecting company property and information, using separation agreements to manage post-employment risk.

3:10-3:20 p.m. \ BREAK

3:20-3:50 p.m. \ Lock It Down: Protecting Confidential Information Across the Employee Lifecycle

In this session, Vogel attorney Nick Evans shares on a commercial litigator's strategies for safeguarding confidential information throughout and after the employee lifecycle, including enforceable agreements, strategic demand letters, and, when necessary, litigation.

3:50-4:00 p.m. \ BREAK

4:00-5:00 p.m. \ Vogel Panel Presentation – Q&A, Drawings, & Adjournment