



**BOY AGNEW POTANOVIC MILLER**  
EMPLOYMENT | BUSINESS | GOVERNMENT



# **2024 PROACTIVE WORKPLACE SOLUTIONS**

**February 23, 2024**

Caloosa Sound Convention Center  
Fort Myers, Florida

# AGENDA

7:30

Registration  
Opens

8:15-  
8:30

Welcome

8:30-  
9:45

**Wait, that Employment  
Agency Did What?**

presented by John  
Potanovic, Esq. and John  
Miller, Esq.

11:00-  
12:15

**Employee Confidential: Secrets  
ffrom Employee Attorneys andd  
an Employment Mediator**

panel featuring Angeli Murthy, Esq.,  
Benjamin Yormak, Esq., and Denise  
Wright, Esq., moderated by Suzanne  
Boy, Esq.

10:00-  
11:00

**Employment and  
Legislative Case  
Law Update**

presented by  
John Agnew, Esq.  
and Kati Cook, Esq.

9:45-  
10:00

Networking  
Break

12:15-  
1:30

Lunch

1:30-  
1:40

Announcements

1:40-  
2:40

**High-Impact Leadership:  
Increasing Engagement &  
Retention with Emotional  
Intelligence**

presented by Sara Mueller

3:50

Closing Remarks  
and Raffles

2:50-  
3:50

**Asked and Answered:  
Employment Law Q&A**

presented by Boy Agnew  
Potanovic Miller attorneys

2:40-  
2:50

Networking  
Break

# SESSION INFORMATION

## Wait, that Employment Agency Did What??

It's no secret that the policies and enforcement strategies of federal employment agencies generally change depending on what political party occupies the White House at the time. 2023 made clear that the pendulum has continued to swing as the DOL rolled out comprehensive reforms on joint employment, independent contractors, and overtime; the NLRB has seemingly declared war on separation agreements and non-competes; the EEOC issued sweeping new guidance on pregnancy discrimination and issued guidance on antisemitism and Islamophobia; and OSHA is shaking things up with reporting and recordkeeping. In this important session, John Potanovic and John Miller will explore recent administrative agency action, outlining shifts and changes HR professionals should know about and offering tips for how to keep workplaces compliant.

## Employment Law Legislative and Case Law Update

In this interactive session, John Agnew and Kati Cook will provide an update on important employment legislation and case law from 2023 and what's on the horizon for 2024 that impacts the workplace. Are you competitive? Do you like to win prizes? Make sure you pay close attention to this session, so you can dominate Kahoot at the end and retain bragging rights until next year's seminar.

## Employee Confidential: Secrets from Employee Attorneys and an Employment Mediator

Have you ever wanted to get inside the mind of an employee who decides to sue the employee's former (or current!) employer? If you have been involved in employment litigation, have you ever wondered what's happening on the other side of the negotiations? Then this session is perfect for you! This amazing panel of experienced employment lawyers will let you in on the secrets from the employee side, offer important insight on how employers can avoid the common mistakes that ultimately lead to employee lawsuits, and provide tips for consideration at the mediation of employment disputes.

## High-Impact Leadership: Increasing Engagement & Retention with Emotional Intelligence

Leadership research from the past few decades cites emotional intelligence (EQ) as THE key factor for leadership success, more than IQ and technical skills combined. Harvard, Yale, and many other sources link emotional intelligence to higher retention, engagement, productivity, sales, resilience, customer experience, and well-being among many other workplace (and home-life) benefits. This interactive session will help attendees understand why emotional intelligence is so important in leadership, it will provide strategies that help build a culture of empathy and belonging, and it will empower attendees with tools for managing conflict and shifting unproductive behavior in themselves and their teams.

## Asked and Answered: Employment Law Q&A

Perhaps now more than ever, the legal issues facing HR professionals and business owners are complex and seemingly ever-changing. In this interactive session, the attorneys from Boy Agnew Potanovic Miller will tackle your most pressing employment law questions.

## SPEAKER BIOS



**John Agnew:** John serves as the City Attorney of Sanibel and also has a diverse practice in other government, employment, and business matters. His roles range from proactive counseling and document preparation in a boardroom setting, to mediations, arbitrations, and litigation in state and federal court. On the counseling side, John acts as general counsel for clients, providing advice, legal opinions, and alternative solutions to issues with the aim of maintaining compliance or otherwise resolving conflict outside of litigation. In the event litigation is desired or unavoidable, John has extensive experience in government, business, and employment disputes.



**Suzanne Boy:** Suzanne focuses her practice representing employers and is proud to be one of the fewer than 200 attorneys who are Board Certified by The Florida Bar in Labor & Employment Law. She is also proud to hold the SHRM-SCP certification. Suzanne is passionate about helping her clients proactively and cost-effectively resolve workplace issues. She frequently conducts workplace training sessions and wage/hour audits; she drafts handbooks and other workplace policies; and she guides clients in employment litigation and before employment agencies including the EEOC, FCHR, DOL, and NLRB. Suzanne frequently speaks to business and professional groups on various employment matters.



**Katherine "Kati" Cook:** Kati Cook practices civil litigation and employment law, assisting businesses and individuals in various disputes from pre-suit matters to litigation. Kati has experience representing employers in discrimination and whistleblower claims in court and administrative proceedings before the Equal Employment Opportunity Commission and the Florida Commission on Human Relations. She has also been a featured speaker at business events on various employment and HR-related topics. Kati is a native of Southwest Florida. She graduated first in her class from Ave Maria School of Law, and *summa cum laude* from Florida Gulf Coast University.

## SPEAKER BIOS



**John Miller:** John Miller focuses his practice exclusively in civil litigation and has extensive experience representing businesses, government entities, individuals, and insurance carriers at the trial and appellate levels, as well as in arbitration proceedings. He has represented clients successfully in numerous jury trials at both the state and federal level, and handles matters of substance ranging from business and employment disputes to personal injury. John is an accomplished public speaker, and he regularly speaks to public and private groups on matters involving litigation, particularly on the use of social media and technology in litigation.



**John Potanovic:** John Potanovic was among the first attorneys to become Board Certified by The Florida Bar in Labor & Employment Law. He defends employers in wage/hour, discrimination, retaliation, whistleblower, and harassment lawsuits, including cases brought under Title VII, the ADA, and civil rights statutes, handling such matters through the administrative process, litigation, and trial. He also handles general business matters including negotiation and drafting employment agreements, enforcement of non-compete and solicitation agreements, and contract disputes. John also handles all aspects of employment counseling, including the review of employment policy handbooks. He represents government agencies and public employers in an array of employment law and other compliance matters, including public records issues and employee grievances.



**Vicki Sproat:** Vicki Sproat has developed a unique employment law practice, where she focuses on conducting objective and independent workplace investigations for private and public employers throughout Florida. She also counsels clients who handle their own investigations internally. Vicki's investigation practice is informed by her long and distinguished career as a trial attorney and employment law counselor. She is one of a few lawyers to achieve Board Certifications by the Florida Bar in both Civil Trial (1991-2021) and Labor & Employment (2012-2017). Prior to joining Boy Agnew Potanovic Miller (BAPM), Vicki founded Sproat Workplace Investigations (SWI), one of the first Florida law firms to devote its practice exclusively to workplace investigations. She is delighted to join the partners at BAPM, with whom she practiced law for many years at a large local law firm until she founded SWI.

## GUEST SPEAKER BIOS



**Angeli Murthy:** Angeli Murthy is a shareholder at Morgan & Morgan, where she focuses her practice on employment litigation, including lawsuits alleging violations of the Fair Labor Standards Act (failure to pay minimum wages and overtime); unlawful harassment, discrimination, and retaliation in violation of federal and state law; and breaches of contracts for commissions or other wages. She has been Board Certified in Labor & Employment Law by The Florida Bar since 2020. Prior to joining Morgan & Morgan in 2011, Angeli worked for over five years as a defense lawyer in the Labor and Employment Practice Group of Morgan, Lewis & Bockius, LLP, where her clients included Fortune 100 companies. At Morgan Lewis, Angeli represented employers in all types of single-plaintiff and class action employment litigation. Angeli now puts her considerable experience to use on behalf of employees in claims against employers.



**Benjamin Yormak:** In response to what he recognized as a growing need to protect the rights of employees and people with disabilities in Southwest Florida, Ben founded Yormak Employment & Disability Law. He only represents employees; he never represents employers, the insurance company, or the government. Ben is a Board Certified Expert in Labor & Employment Law and is also a frequent lecturer on a variety of labor and employment law topics. Ben has devoted a significant part of his practice on whistleblower cases and cases involving fraud against the government.



**Denise Wright:** Denise began practicing law in 1994 in Tampa, Florida, representing businesses in commercial disputes and employment law. She moved to Fort Myers in 2005 and continued focusing her practice on representing employers in all types of employment litigation. In 2010, Denise became Board Certified by The Florida Bar as an expert in Labor & Employment Law. In 2014, Denise was certified by the Florida Supreme Court as a Circuit Civil Mediator. After becoming a mediator, she spent more and more time mediating civil litigation matters. In 2019, after nearly 25 years of private practice, Denise founded Wright Mediation and became a full-time mediator. Denise approaches mediation with the experience of a litigator, the impartiality of a neutral, and the determination of an active problem solver. In 2020, Denise was formally inducted to the FL Chapter of the National Academy of Distinguished Neutrals, in recognition of excellence within the ADR sector.

## GUEST SPEAKER BIOS



**Keynote Speaker, Sara Mueller:** Sara Mueller is a Harvard-trained emotional intelligence expert, international award-winning success coach, and the author of *The Balanced Life Blueprint*. As CEO and head facilitator of Joy Discovered, she helps managers become leaders of engaged teams that deliver remarkable service. Sara is an executive contributor on leadership for *Brainz Magazine* and serves as a subject matter expert on mental well-being for Florida's Health Improvement Plan. Prior to founding Joy Discovered, she spent nearly two decades developing service training programs for Fortune Global 500 Executives and teaching mindfulness to clients from the NFL Combine to behavioral health centers. Sara's work has helped thousands of people live and lead with authenticity, courage, and joy.