



**2025 Proactive Workplace Solutions Agenda**

- 7:30 Registration Opens
- 8:15-8:30 Welcome
- 8:30-9:45 **Employment Law Legislative and Case Law Update**  
*presented by John Agnew, Esq. and Kati Cook, Esq.*
- 9:45-10:00 Networking Break
- 10:00-11:00 **The Pendulum Swings Again: What Employers May Expect Under the New Trump Administration**  
*presented by John Potanovic, Esq. and John Miller, Esq.*
- 11:00-12:00 **Into the HR Fire: A Fireside Chat with the “Other” Side**  
*featuring Brian Sutherland, Esq., facilitated by Suzanne Boy, Esq.*
- 12:00-1:15 Lunch
- 1:15-1:25 Announcements
- 1:25-2:50 **UNSTOPPABLE**  
*presented by Alex Weber*
- 2:50-3:00 Networking Break
- 3:00-4:00 **Asked and Answered: Employment Law Q&A**  
*presented by Boy Agnew Potanovic Miller attorneys*
- 4:00 Closing Remarks and Raffles

Session Information:

### **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 2024 and what's on the horizon for 2025 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.

### **The Pendulum Swings Again: What Employers May Expect Under the New Trump Administration**

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. Just when we were getting used to the major swing from President Biden's administration—from the DOL's overtime changes to the FTC's attack on non-competes to the NLRB's apparent war on separation agreements and employer policies—now we will watch the pendulum swing again under the new Trump administration. In this important session, John Potanovic and John Miller will offer their perspective on what the new administration could aim to accomplish, along with tips for how employers can prepare.

### **Into the HR Fire: A Fireside Chat with the “Other” Side**

Have you ever wanted to get inside the mind of an employee side attorney who has not only worked for the EEOC, but who has taken an employment case all the way to the United States Supreme Court and won a landmark decision that changed the landscape of workplace protections for LGBTQ employees? Now is your chance! In this casual conversation, Suzanne Boy will interview notable employee attorney Brian Sutherland, gathering insight from his vast experience along with important insight on how employers can avoid the common mistakes that ultimately lead to employee lawsuits, and tips for consideration at the mediation of employment disputes.

### **UNSTOPPABLE**

What would you do if you were UNSTOPPABLE? What could you lead? Who might you become? What could you achieve? Everyone hits setbacks, fears, and failing - but not everyone knows how to overcome their challenges with a reliable and consistent system. So most people hesitate, delay, or stop altogether. And with it, they lose valuable time, energy, resources, and even give up on their goals. Not on Alex Weber's watch!

Alex knows both sides. As an American Ninja Warrior, Award-Winning Host for NBC, acclaimed Author, and U.S. Lacrosse Coach of the Year, Alex has reached record-breaking achievements as a leader and peak performer. But with these accomplishments, he's also had to face intense pressure, hard failures, and his own limitations. It is this sincere knowledge of both sides of achieving that makes Alex one of the most impactful keynote speakers today.

Alex cultivated his system through one of the most intense and rigorous environments in the world as both an award-winning host & elite competitor for NBC's Emmy-nominated American Ninja Warrior. Based off Alex's debut book, Alex gives you his system to

become UNSTOPPABLE. For yourself, and the people who need you. When most people stop, you will keep going, growing, and getting better so you accomplish your goals that matter most. This is how you win in your work, your relationships, and in your life!

### ***KEY OUTCOMES***

- **How to be at your best in the most high-stakes situations for top performers and leaders**
- **A battle-tested, reliable, and consistent system for achievement in any season**
- **Setting ambitious goals that *actually* matter and bringing them from “idea land” into reality**
- **How to use challenges as a tool to help you become unstoppable, increasing self-belief, confidence, excitement and purpose**
- **Managing Emotions, and increasing mental well-being**
- **Stories to inspire and anchor transformational lessons, with practical strategies you can use again and again**
- **Impactful leadership keys to connect, cultivate, and challenge people when they need your unstoppable leadership**
- **A deeper enjoyment and fulfillment in your work, your relationships, and your life!**

### **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 EEOC and FCHR. 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.

**Vee Leonard:** Vee Leonard brings a wealth of experience to BAPM, having served as FGCU’s General Counsel for nearly 20 years, among other roles. Vee has experience overseeing a broad spectrum of legal matters, including labor and employment issues, compliance matters, conflicts of interest and ethics issues, policy writing, procurement, and various other aspects of local government. Vee is an accomplished trainer on legal issues impacting educational institutions, government entities, and other employers. At BAPM, Vee is focusing primarily on workplace investigations, bringing her extensive experience to work for public and private employers as a neutral fact-finder.

**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 and public employers, 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 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 Speakers:**

##### **Brian Sutherland**

Brian Sutherland is an accomplished trial and appellate civil rights lawyer who has won justice for clients at every level, from the EEOC to the United States Supreme Court. Before going into private practice, one of Brian's roles was serving as a Trial Attorney for the EEOC, where he litigated cases for the federal government on behalf of victims of employment discrimination and retaliation. Since entering private practice, Brian has represented hundreds of clients, most notably serving as lead counsel for Gerald Bostock, the plaintiff in the landmark *Bostock v. Clayton County* case, which banned workplace discrimination against LGBTQ workers nationwide. Brian now practices as a partner at Beal Sutherland Berlin & Brown in Atlanta, continuing his representation of working people in disputes against employers.

**Keynote Speaker, Alex Weber:** Alex Weber is an American Ninja Warrior, Award-Winning Leader & Entertainer positively inspiring millions to achieve breakthrough success! Not only does Alex talk the talk as an in-demand international speaker, but he's also walked the walk as an elite competitor on NBC's Emmy-nominated series American Ninja Warrior. Alex believes success is about more than just knowing what to do, it's knowing how to do it. And, when it comes to masterful execution of your skills, one thing is certain: negative energy kills results. Alex shows top professionals and leaders how to bring their very best every day, and to the most high-stakes situations that can make or break their success. With his contagious energy and passion, Alex shares his game-changing secrets to record-breaking success and will be the human shot of espresso to make attendees come alive!