



2026 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 **PoPo's HR/Employment Law Potpourri**
presented by John Potanovic, Esq.
- 11:00-12:00 **Employee Confidential (Part II): More Secrets from Employee Attorneys**
featuring Angeli Murthy, Esq. and Benjamin Yormak, Esq., facilitated by Suzanne Boy, Esq.
- 12:00-1:20 Lunch
- 1:20-1:30 Announcements
- 1:30-2:45 **Strengthening the Bonds that Help Teams Thrive**
presented by Dr. Robert "Navy Bob" Roncska
- 2:45-3:00 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 2025 and what's on the horizon for 2026 that impacts the workplace. Are you competitive? Do you like winning prizes? Make sure you pay close attention to this session, so you can dominate the always-popular Kahoot at the end and retain bragging rights until next year's seminar.

PoPo's HR/Employment Law Potpourri

Drawing on his nearly 40 years of experience and using real-life scenarios, John Potanovic (aka "PoPo") will share information and even some hacks regarding recurring challenges and some "sticky wicket" issues that HR professionals may encounter, such as: dealing with bullies in the workplace; documentation do's/don'ts; issues related to work related text messaging; the ever-challenging ADA and FMLA conundrums; tips for effective terminations; considerations regarding whether to, and how to, offer severance; and pre-termination actions that can help win summary judgments.

Employee Confidential (Part II): *More Secrets from Employee Attorneys*

After receiving some of the highest reviews in our seminar's history, Angeli and Ben are back by popular demand to spill even more secrets from the "other side"! These incredible employee-side attorneys (who are not-so-secretly our favorites...except, of course, when they are suing our clients!) will offer their unique perspectives and important insight on how employers can avoid the common mistakes that ultimately lead to employee lawsuits.

Planned topics include discussions on the use of AI in the workplace, addressing tricky FMLA/ADA accommodation issues, do's and don'ts for employee discipline and termination, and trends they are seeing in their practices. Do you have any burning questions you want to ask without putting a target on your organization? Submit them in advance when you register or by emailing events@bapfirm.com.

Strengthening the Bonds that Help Teams Thrive

Every HR leader understands that trust shapes performance, communication, and retention. Yet trust is often discussed in abstract terms rather than taught as a set of practical, observable behaviors. In this session, Dr. Robert "Navy Bob" Roncska draws on extensive leadership experience in the Nuclear Navy, the White House, and large healthcare systems—paired with Dr. George Graen's Leader-Member Exchange (LMX) research—to demonstrate how trust develops, how it erodes, and what HR leaders and other managers can do each day to strengthen it.

Participants gain practical tools they can take back to their organizations to strengthen communication, reduce turnover, and build relationships that support a stable, healthy workforce. The session also reinforces the vital role HR plays in guiding leader behavior and championing practices that deepen engagement and long-term commitment.

After this session, participants will be able to:

- Identify the leadership behaviors that strengthen or weaken trust and directly influence engagement and retention.
- Use LMX-based practices to improve communication, reinforce consistency, and build strong manager–employee partnerships.
- Apply clear, repeatable communication tools that reduce uncertainty during periods of change or high workload.
- Introduce daily leadership routines that build psychological safety and strengthen team stability.
- Coach managers to create supportive environments that reduce preventable turnover and improve employee commitment.

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. As always, we will tackle pre-submitted questions first, then take questions from the audience, time permitting. You can submit your questions in advance when you register or by emailing events@bapfirm.com.

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 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 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.

Will Rothenberg: Will Rothenberg focuses his practice on litigation, labor and employment law, government law, and workplace investigations. With an extensive background in human resources prior to his transition to practicing law, Will brings more than a decade of experience handling complex employee and labor relations matters to the team at BAPM.

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:

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.

Dr. Robert “Navy Bob” Roncska: There is one simple yet powerful principle that drives Dr. Robert “Navy Bob” Roncska’s passion for creating positive, enduring change in organizations - love. During his impressive career, Navy Bob commanded a nuclear-powered submarine, led the largest submarine squadron in the US fleet, and even carried the “nuclear football” for President George W. Bush. At every assignment throughout his 28-year tenure, Bob noticed something: a mission’s success couldn’t only be attributed to training, skills, or pedigree of the crew. Success was driven by the quality of the leadership at the helm. Navy Bob calls this ethos “Leading with Love.” After he retired from the U.S. Navy, he found Leading with Love existed “Beyond the Sea” as he worked in one of the largest healthcare organizations in the country, applying his lessons of the Nuclear Navy to support the safety and reliability of the staff and patients. Searching for more, Navy Bob

pursued his doctorate at Rollins College and looked for a leadership model that would align with his real-life experiences. It was here when it all came together when he discovered Mr. Fred Rogers' commitment to service and the theories of Dr. George Graen. The Leader Member Exchange theory (LMX) explained his "good ol' boy" method of leadership. Navy Bob is now committed to sharing his real-life experiences and the LMX framework to leaders around the world to bring corporations, non-profits, and academic institutions to the next level - through LOVE.

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.