



## [FiveL Company's Webcast Series for HR Pros – Top Picks for 2025!](#)

### Back by Popular Demand: Wednesdays from Noon – 1:15 p.m. ET

- **When?** 11 programs, 4<sup>th</sup> Wednesday of every month, February through October; November & December, 3<sup>rd</sup> Wednesday.
- Programs generally provide certified HR Pros with 1.25 credits pre-approved by HRCI and SHRM.

**NOTE:** Topics are subject to change to address emerging issues.

January - No webcast.

February 26<sup>th</sup> – Advocacy for HR Professionals – As we start our new year, so do many state legislatures, as did Congress on January 3<sup>rd</sup>. This program will cover what's trending by way of federal and state legislative trends, regulatory agency actions, and what may lie on the horizon under the new Administration. Most importantly, we will review tips for engaging in advocacy to help shape these important public policy issues at the federal and state levels that impact HR policies, programs, and practices.

March 26<sup>th</sup> - Pre-Hiring and Recruitment. Join this interactive program as we review HR practices related to sourcing candidates, interviewing applicants, tips for drafting and updating job descriptions, what (not) to put in an offer letter, pros and cons of various incentives, conditional employment agreements, and more.

April 23<sup>rd</sup> - Wage & Hour Issues Impacting Exempt Employees. – In November the U.S. Department of Labor's overtime rule was blocked nationwide. The changes that had already been imposed in July and that were to take effect January 1<sup>st</sup> were effectively thrown out. Now what? This program will review where we are today, what may lie on the horizon, and proactive practices for the interim related to recent DOL Opinion letters, pay deductions, bonuses, repayment obligations, and more. The program will *not* cover how to properly classify exempt employees; that will be covered in the August 27th webcast.

May 28<sup>th</sup> - Wage and Hour Issues Impacting Non-Exempt Employees – This program will review key cases, regulatory guidance, and state trends over the last 12 months related to wage and hour administration for non-exempt employees.

June 25<sup>th</sup> – Social Media and Its Workplace Implications. A court's ruling regarding "the Tik Tok rule" made the news in 2024. Much of it was focused on 1<sup>st</sup> and 4<sup>th</sup> amendment rights and some related impacts to government contractors. This also re-energized discussions about private sector employers' right to monitor, restrict, ban, or take other actions related to an employee's use of social media on and off work time, using personal or company devices. This program will review key points of these discussions and what HR pros should know about the related implications.

July 23<sup>rd</sup> – Artificial Intelligence in HR Practices – It seems AI has impacted our personal and professional lives, whether as a consumer, producer, user, or HR professional. This program will review some of the common AI-related HR practices that enhance productivity, efficiency, and pitfalls to avoid along the way.

August 27<sup>th</sup> - ADA Update. Disability-based charge data published by the EEOC in 2024 showed they hit their highest level since 1997! Every month, the EEOC's news page lists multiple disability-based lawsuits that are settled for hundreds of thousands of dollars. This program will review select cases in the last 12 months, lessons learned from each, proactive resources for you and your employees who face physical, mental, and other challenges impacting their ability to obtain and maintain gainful employment.

September 24<sup>th</sup> - Conducting Prompt and Proper Workplace Investigations - this program will provide a step-by-step overview for conducting workplace investigations including who should conduct work-related interviews, whom to interview, in what order, how, where, what part legal counsel may play, including tips for legal compliance along the way.

October 22<sup>nd</sup> – FMLA Update. Every year there are new cases, interpretations, and federal legislation poised to impact when, how, and for whom employers administer leave under the federal Family and Medical Leave Act. Add to that, states that have enacted their own (paid) FML insurance programs. This program will review these trends with proactive tips and pitfalls to avoid.

November 19<sup>th</sup> – Firing Do's and Don'ts. When all else fails, what should you consider as you decide whether to let an employee go? This program will review the key elements of “just cause” as a proactive checklist, along with options for and prior to discharge that may salvage an employment relationship; foster a positive separation from employment; and/or mitigate potential damages in the event a separation results in a charge or claim.

December 17<sup>th</sup> – Employee Handbooks: Read ‘em and Weep? We hope not! But it can be difficult to ensure you include in a handbook everything you want to cover, exclude any unintended consequences, and end with a deliverable that employees will actually read. As we wrap up the year and consider updating some employment policies for next year, this program will review some related lessons learned in 2025 and proactive tips for 2026.

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To register for one or more sessions [click here](#) to see upcoming events.