



FiveL Company's Webcast Series for HR Pros – Top Picks for 2026!
Wednesdays from Noon – 1:15 p.m. ET

- When? 11 programs, 4th Wednesday of every month, January through October & the 3rd Wednesday in November.
- 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 28th - Advocacy for HR Professionals – As we start our new year, so do many state legislatures, as will Congress on January 5th. 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. Most importantly, we will review tips for engaging in advocacy to help shape these important public policy issues at the federal, state, and local levels that impact HR policies, programs, and practices.

February 25th – Hiring & Onboarding: Proactive Practices & Pitfalls to Avoid. Join this interactive program as we review HR practices related to sourcing candidates, interviewing applicants, tips for onboarding, what (not) to put in an offer letter, pros and cons of various incentives, conditional employment agreements, and more.

March 25th – The Unusual Suspects: Religion & National Origin Discrimination. When we think about workplace discrimination and Title VII, the focus is usually on race or sex. That focus is shifting. In November 2025, the EEOC published updated guidance on National Origin Discrimination. In August 2025, the Administration touted its efforts to combat religious discrimination. Join this program as we review these trends, consider agency and the Administration's guidance, and their practical application in today's workplace.

April 22nd – To Pay or Not to Pay (When & How?!) – The Fair Labor Standards Act was enacted in 1938. Yet here we are more than 85 years later, and employers still have trouble complying with the rules. This this interactive program as we review the latest cases and news, learn from others' mistakes related to classification, wage calculations, deductions, bonuses, repayment obligations, common and trending state and local rules, and more.

May 27th - Workplace Retaliation, The Employment Boomerang. This topic has not aired since 2023! But the related lawsuits have not stopped. From ADA to FMLA to Title VII, and more – claims of unlawful retaliation continue to make headlines. Join us as we review the latest news, mini-case studies, and recap what constitutes unlawful retaliation and how to avoid even the appearance of it!

June 24th – Social Media and Its Workplace Implications. When is an employee's social media activity private? When does an employer have a 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, state and local employment law trends, and what HR pros should know about the related implications.

July 22nd – Artificial Intelligence in HR Practices – This was the #1 rated topic in our survey for this year's webcast series. AI continues to impact on our personal and professional lives, whether as a consumer, producer, user, or HR professional. This program will review some of the latest pitfalls, proactive practices, state law trends.

August 26th - ADA Update. Disability-based charge data published by the EEOC continues to show an increase in charges. 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 23rd - 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.

October 28th – 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.

November 18th – Employee Handbooks: Read 'em and Weep? We hope not! As we approach the end of the year, many employers look to their employee handbook for updates that need to be made for the upcoming year. 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. Join us for the last webcast of the 2026 series, as we review tips for policy updates for 2026.

To subscribe one or more people for the entire series, [click here](#).

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