

**Julie A. Moore, Esquire, SPHR, SHRM-SCP**  
**Speaking Engagements Since Founding EPG in 1998**  
(Last updated November 2019)

- April 2, 2020      *“Workplace Investigations”*  
In-House Counsel & Attorneys Who Have Corporate Clients  
New Hampshire Bar Association  
Concord, NH
- January 9, 2020      *“Considerations Involving a Complaining Party’s  
Participation in a Workplace Investigation”*  
National Labor & Employment Law Symposium  
Park City, Utah
- December 12, 2019      *“Employment Law Issues – NH Specific Practice Pointers”*  
New Hampshire Bar Association (“NHBA”) Practical Skills  
Course  
Grappone Conference Center  
Concord, NH
- October 10, 2019      *“Performance Management and Internal Investigations”*  
Employment Law 101: The Life Cycle of a New Hampshire  
Employee  
New Hampshire Bar Association  
Concord, NH
- April 11, 2019      *“Sexual Harassment in the #MeToo World: Rights and Liabilities  
of Victims and the Accused and Avoiding the Backlash for  
Women in the Workplace”*  
18<sup>th</sup> Annual Labor & Employment Update for New Hampshire Bar  
Association  
Grappone Conference Center  
Concord, NH
- January 3, 2019      *“Harassment and Workplace Investigations: A Series of  
Sticky Issues”*  
36<sup>th</sup> Annual National CLE Conference, Labor & Employment  
Westin Snowmass Resort  
Snowmass, CO
- November 14, 2018      *“#Timesup - What's Next?”*  
Association of International Certified Professional  
Accountants  
(AICPA) Women’s Global Leadership Summit  
Grand Hyatt  
New York, New York

- November 6, 2018 *“Sexual Harassment: Prevention and Investigations”*  
 NBI Seminar: Employment Law: 2018 Comprehensive Guide  
 Manchester, NH
- October 17, 2018 *“Sexual Harassment: An Update on the Law, Policies, Training and Investigations”*  
 New Hampshire Bar Association CLE on Sexual Harassment  
 Concord, NH
- October 11, 2018 *“Weinstein and #MeToo One Year Later: Guidance for the Workplace Investigator”*  
 2018 Association of Workplace Investigators (“AWI”) Annual Conference  
 San Francisco, CA
- October 2, 2018 *“Internal Investigations”*  
 NBI Seminar: Advanced Employment Law: What You Need to Know  
 Boston, MA
- April 12, 2018 *“Sexual Harassment and Investigations: A Panel Discussion”*  
 17<sup>th</sup> Annual Labor & Employment Update for New Hampshire Bar Association  
 Grappone Conference Center  
 Concord, NH
- February 12, 2018 *“Employment Law, Employee Handbooks, and Workplace Harassment”*  
 Greater Nashua Dental Society Meeting  
 Nashua, NH
- February 1, 2018 *“Responding to Sexual Harassment Complaints in the Post-Harvey Weinstein World”*  
 Greater Merrimack Valley Human Resources Association (a SHRM Chapter)  
 Lawrence, MA
- January 3, 2018 *“Workplace Investigations: Overcoming Difficult Issues”*  
 35<sup>th</sup> Annual National CLE Conference, Labor & Employment  
 Marriott Vail Mountain Resort & Spa  
 Vail, CO

- December 14, 2017 *“Employment Law Issues – NH Specific Practice Pointers”*  
 New Hampshire Bar Association (“NHBA”) Practical Skills  
 Course  
 Grappone Conference Center  
 Concord, NH
- October 5-7, 2017 *“What the WPI Do We Know? A Study on Egregious and  
 Developing Case Law”*  
 2017 Association of Workplace Investigators (“AWI”) Annual  
 Conference  
 Marina del Rey, CA
- September 28, 2017 *“Performance Management and Investigating Misconduct”*  
 New Hampshire Bar Association CLE Program  
 Employment Law Bootcamp – Basics from Hiring to Firing  
 New Hampshire Bar Center  
 Concord, NH
- July 12, 2017 *“Investigating Complaints of Harassment and Other Misconduct”*  
 National Business Institute  
 Boston, MA
- May 11, 2017 *“Legal Update on Workplace Investigations”*  
 Legal and Practical Tips for Conducting Good-Faith  
 Investigations into EEO and Harassment Claims  
 NHBA CLE Program  
 New Hampshire Bar Center  
 Concord, NH
- April 7, 2017 *“Preparing for the Non-Binary Workforce: Gender Identity and  
 the Developing Case Law”*  
 16<sup>th</sup> Annual Labor & Employment Update for New Hampshire Bar  
 Association  
 Grappone Conference Center  
 Concord, NH
- January 27, 2017 *“Conducting Workplace Investigations in Schools”*  
 Massachusetts Association of School Personnel  
 Administrators  
 Southborough, MA
- January 9, 2017 *“Investigating the C-Suite Executive”*  
 34<sup>th</sup> Annual National CLE Conference, Labor & Employment  
 Westin Conference Center  
 Aspen, CO

- December 7, 2016 *“Discrimination and Harassment”*  
*“Disciplining and Firing Employees”*  
 Human Resource Law from A to Z  
 National Business Institute  
 Executive Court Banquet Center  
 Manchester, NH
- December 4, 2016 *“Employment Law Issues – NH Specific Practice Pointers”*  
 New Hampshire Bar Association Practical Skills Course  
 Grappone Conference Center  
 Concord, NH
- November 9, 2016 *“Drafting Must-Have Policies for Today’s Handbooks”*  
*“Dealing with the Troubled/Troubling Employee”*  
 Employment Law: 2016 Comprehensive Guide  
 National Business Institute  
 Fairfield Inn & Suites  
 New Bedford, MA
- June 4, 2016 *“Employment Law Issues – NH Specific Practice Pointers”*  
 New Hampshire Bar Association Practical Skills Course  
 Grappone Conference Center  
 Concord, NH
- May 12, 2016 *“Update on \$31 Million Discrimination Verdict against Wal-Mart”*  
 New Hampshire Bar Association, Labor & Employment  
 Section Meeting  
 New Hampshire Bar Center  
 Concord, NH
- April 14, 2016 *“Legal Developments in EEO Law and Internal Investigations”*  
 15<sup>th</sup> Annual Labor & Employment Update for the New  
 Hampshire Bar Association  
 Grappone Conference Center, Concord, NH
- April 13, 2016 *“Legal Update – NH-Specific Developments Involving Fred Fuller  
 and McPadden v. Wal-Mart Cases”*  
 Greater Merrimack Valley HR Association Annual Legal Update  
 (SHRM chapter)  
 Lawrence, MA
- February 8, 2016 *“EEO and Handbooks”*  
*“Advanced Employment Law”* program  
 National Business Institute  
 Manchester, NH

- January 8, 2016      *“Discovery Issues in Workplace Investigations”*  
 33<sup>rd</sup> Annual National CLE Conference, Labor & Employment  
 Vail Marriott Mountain Resort  
 Vail, CO
- December 10, 2015   *“Employment Law Issues – NH Specific Practice Pointers”*  
 New Hampshire Bar Association Practical Skills Course  
 Grappone Conference Center  
 Concord, NH
- October 23, 2015    *“Preventing Retaliation: Strategies for the In-House Investigator  
 or Advisor”*  
 Association of Workplace Investigators 6<sup>th</sup> Annual Conference  
 Los Angeles, CA
- September 10, 2015. *“Workplace Investigations: 10 Common Mistakes”*  
 Greater Merrimack Valley Human Resources Association  
 Lawrence, MA
- June 4, 2015        *“Employment Law Issues – NH Specific Practice Pointers”*  
 New Hampshire Bar Association Practical Skills Course  
 Grappone Conference Center  
 Concord, NH
- April 10, 2015      *“Updates in EEO Law: Pregnancy, Gender Identity and Other  
 Hot Issues”*  
 14<sup>th</sup> Annual Labor & Employment Update for New Hampshire  
 Bar Association  
 NHBA Seminar Room  
 Concord, NH
- March 12, 2015     *“Introduction and Overview of Title IX at a Glance: What’s in the  
 News and What’s at Stake”*  
 NHBA Continuing Education Program: Title IX -- Sexual  
 Harassment and Sexual Assault  
 NHBA Seminar Room  
 Concord, NH
- January 9, 2015     *“You Did What?... Workplace Investigation Mistakes that Will  
 Cost You Dearly”*  
 32<sup>nd</sup> Annual Law Education Institute, Inc. National CLE  
 Conference  
 Vail Mountain Marriott Resort  
 Vail, CO

- December 11, 2014 *“Employment Law Issues – NH Specific Practice Pointers”*  
 NHBA Practical Skills Course  
 Grappone Conference Center  
 Concord, NH
- November 13-15, 2014 Conference Chair *“5th Annual Investigators’ Conference”*  
 Association of Workplace Investigators  
 Walnut Creek, CA
- October 17, 2014 *“Litigating Employment Cases”*  
 Moderator and Chair  
 NHBA Continuing Legal Education program  
 NHBA Seminar Room  
 Concord, NH
- June 4, 2014 *“Employment Law Issues – NH Specific Practice Pointers”*  
 NHBA Practical Skills Course  
 Grappone Conference Center  
 Concord, NH
- April 4, 2014 *“Discrimination Law Update”*  
 13<sup>th</sup> Annual Labor & Employment Update for NHBA  
 NHBA Seminar Room  
 Concord, NH
- March 12, 2014 *“Legal Update: Hot Topics and Current Developments in Employment Law”*  
 Moderator of Panel  
 Greater Merrimack Valley Human Resources Association, a  
 SHRM Chapter  
 Lawrence, MA
- January 17, 2014 *“Employer Investigations in the Workplace: Case Study – Sexual Harassment, Hostile Work Environment and \$100,000 Verdict”*  
 Workplace Wrongs and the Claims They Spawn seminar  
 New Hampshire Association of Justice  
 Bedford, NH
- December 4, 2013 *“Employment Law Issues – NH Specific Practice Pointers”*  
 NHBA Practical Skills Course  
 Grappone Conference Center  
 Concord, NH

- November 14, 2013 *"Employment Law 101 – The Life Cycle of a New Hampshire Employee"*  
Moderator and Chair  
NHBA Continuing Legal Education program  
NHBA Seminar Room  
Concord, NH
- October 24-26, 2013. Conference Chair *"4th Annual Investigators' Conference"*  
Association of Workplace Investigators  
Glendale, CA
- June 21, 2013 *"Internal Investigations: A Forensic Look"*  
2013 Annual Meeting of the New Hampshire Bar Association  
Portsmouth, NH
- June 12, 2013 *"Investigations Update: Responding to Complaints of Misconduct under the New Confidentiality Rules"*  
Greater Merrimack Valley Human Resources Association, a SHRM Chapter  
Lawrence, MA
- June 5, 2013 *"Employment Law Issues – NH Specific Practice Pointers"*  
NHBA Practical Skills Course  
Grappone Conference Center  
Concord, NH
- April 12, 2013 *"Employment Issues"*  
NHBA program "Business 101 for the Multidisciplinary Practitioner"  
NHBA Seminar Room  
Concord, NH
- April 5, 2013 *"Ethics: In the Age of the iPhone – New ABA Obligations"*  
12<sup>th</sup> Annual Labor & Employment Update for NHBA  
NHBA Seminar Room  
Concord, NH
- April 3, 2013 *"Sexual Harassment Update"*  
Lorman Education Services Employment Law Update  
Peabody, MA
- March 13, 2013 *"Legal Update: Critical Changes in Workplace Law"*  
Moderator of Panel  
Greater Merrimack Valley Human Resources Association, a SHRM Chapter  
Lawrence, MA

- March 12, 2013      *"Investigations: Update on Law and Advanced Techniques for Investigators"*  
MetroWest Human Resources Management Association  
Southborough, MA
- January 10, 2013    *"Training and Implementation of Gender Initiatives"*  
New Hampshire Bar Association's Gender Equality Initiative  
Training Series  
NHBA Seminar Room  
Concord, NH
- December 5, 2012   *"Employment Law Issues – NH Specific Practice Pointers"*  
NHBA Practical Skills Course  
Grappone Conference Center  
Concord, NH
- November 7, 2012   *"Hiring and Social Media: Issues and Considerations Impacting Title VII and Other Discrimination Laws"*  
Moderator "Social Media and Employment Law" for NHBA  
NHBA Seminar Room  
Concord, NH
- November 2-3, 2012   Conference Chair "*3rd Annual Investigators' Conference*"  
Association of Workplace Investigators  
Oakland, CA
- November 1, 2012    *"INVESTIGATIONS: Executive Behavior Run Amok: Ethical and Strategic Considerations for Counsel 'Brave' Enough to Step into the Mix"*  
Annual ABA Section of Labor and Employment Law Conference  
Westin Hotel, Atlanta, GA
- June 26, 2012        *"Getting Started: Planning the Internal Investigation"*  
Association of Workplace Investigators Training Institute  
San Diego, CA
- June 6, 2012         *"Employment Law Issues – NH Specific Practice Pointers"*  
NHBA Practical Skills Course  
Grappone Conference Center  
Concord, NH
- May 17, 2012         *"Hire Great People Through a Great Process,"*  
Associated Builders and Contractors, Inc. NH/VT Chapter  
Concord, NH



- April 25, 2012      *"Employment Law Update: Sexual Harassment"*  
Lorman Education Services  
Peabody, MA
- April 19, 2012      *"Legal and Legislative Update"*  
3rd Annual HR State Council Legislative Conference and SHRM  
Advocacy Training  
Radisson Hotel, Concord, NH
- April 13, 2012      *"Legal Update: Disability Discrimination and Accommodation"*  
11<sup>th</sup> Annual Labor & Employment Update  
New Hampshire Bar Association (NHBA)  
NHBA Seminar Room  
Concord, NH
- March 9, 2011      *"2012 Legal Update: Critical Changes in Workplace Law"*  
Moderator of Panel  
Greater Merrimack Valley Human Resources Ass'n, a SHRM  
Chapter  
Lawrence, MA
- February 16, 2012      *"Sexual Harassment News and Views"*  
Moderator of Panel  
New Hampshire Bar Association  
NHBA Seminar Room  
Concord, NH
- December 13, 2011      *"Medical Leaves under the ADA and FMLA: Understanding the  
Protections, Traps, and Interplay between these Laws"*  
MetroWest HRMA, a SHRM Chapter  
Clark University Graduate School of Management  
Southborough, MA
- December 9, 2011      *"Understanding Employment Policies and Practices that Impact  
the Medical Profession"*  
New England Ophthalmological Society Annual Summit  
Hynes Convention Center  
Boston, MA
- December 7, 2011      *"Employment Law Issues – NH Specific Practice Pointers"*  
NHBA Practical Skills Course  
Grappone Conference Center  
Concord, NH

- November 13, 2011 *"Examining the Investigation: A Demonstration of Trial Testimony of the Investigator and the Expert Witness"* and *"Investigations Under Siege: Avoiding Unnecessary Attacks & Practicing Sound Investigative Techniques -- A Trial Case Study"*  
 Association of Workplace Investigators Second Annual Conference  
 Glendale, CA
- October 12, 2011 *"Americans with Disabilities Amendments Act Update"*  
 Greater Merrimack Valley Human Resources Association, a SHRM Chapter  
 Lawrence, MA
- September 15, 2011. *"Employment Policies and Practices Impacting the Construction Industry"*  
 Connect 2011 - Sage Client Conference  
 Sheraton Tara Hotel  
 Framingham, MA
- June 8, 2011 *"Employment Law Issues – NH Specific Practice Pointers"*  
 NHBA Practical Skills Course  
 Grappone Conference Center  
 Concord, NH
- May 19, 2011 *"Sexual Harassment: Legal Update and the Impact of Social Media in the Workplace"*  
 Merrimack Valley Chamber of Commerce  
 Jackson's Restaurant  
 Methuen, MA
- April 8, 2011 *"Client Confidences, Communications and Representing Clients in Sexual Harassment Investigations"*  
 10<sup>th</sup> Annual Labor & Employment Update 2011 for NHBA  
 Concord, NH
- March 26, 2011 *"Finding Buried Workplace Treasure -- Then Using it at Trial: Using an Investigations Expert in Employment Cases,"*  
 Moderator of Panel  
 American Bar Association ("ABA") Section of Labor and Employment Law, 2011 Midwinter Meeting  
 La Concha Resort, San Juan, Puerto Rico

- March 9, 2011 *"Legal Update: Key Employment Law Issues from 2010"*  
Moderator of Panel  
Greater Merrimack Valley Human Resources Association, a  
SHRM Chapter  
Lawrence, MA
- February 10, 2011 *"Mediation for Employment Attorneys: Preparation, Nuts and Bolts, and Closing the Deal"*  
Program Chair  
NHBA Labor and Employment Section Meeting  
NHBA Seminar Room  
Concord, NH
- December 8, 2010 *"Employment Law Issues – NH Specific Practice Pointers"*  
NHBA Practical Skills Course  
Grappone Conference Center  
Concord, NH
- November 18, 2010 *"The EEOC- a Full Commission and New Directions" with Area Director Robert Sanders*  
Moderator of Program  
NHBA Labor and Employment Section Meeting  
NHBA Seminar Room  
Concord, NH
- October 27, 2010 *"When the Words Get in the Way: Legal, Effective Scripts for Terminations and Other Tough Topics"*  
2010 National Employment Law Update Presented by Business & Legal Reports (BLR)  
The Venetian  
Las Vegas, NV
- October 15, 2010 "Employment Practices Experts: Strategies, Ethics and Lessons Learned"  
*New Hampshire Association for Justice seminar "Big Verdicts in New England Employment Cases,"*  
SERESC Conference Center  
Bedford, NH
- October 13, 2010 *"Sexual Harassment: What Property Managers Need to Know"*  
Granite State Managers Association Annual conference  
Attitash Grand Resort  
Bartlett, NH

- October 6, 2010      *“Terminations and Reductions in Force: Best Practices for Separating Employees and Other Performance Management Practice Tips”*  
Lorman Education Services  
The Yard  
Manchester, NH
- June 10, 2009      *“Employment Law Issues – NH Specific Practice Pointers”*  
New Hampshire Bar Association (NHBA) Practical Skills Course  
Grappone Conference Center  
Concord, NH
- May 11, 2010      *“Discrimination: Practice Tips and Technology Issues,”*  
Massachusetts Bar Association Labor and Employment Annual  
Conference  
Boston Colonnade Hotel, Boston, MA
- May 10, 2010      *“Legislative Update”*  
Granite State Human Resources Conference Legislative  
Conference  
Radisson Hotel  
Manchester, NH
- April 27, 2010      *“How to Best Deal with Expert Witness Testimony”*  
Massachusetts Employment Lawyers Association meeting  
Rodgers, Powers & Schwartz, LLP  
Boston, MA
- April 9, 2010      *“Ethics and Social Media”*  
9<sup>th</sup> Annual Labor & Employment Update 2010  
New Hampshire Bar Association (NHBA) Continuing Legal  
Education program  
NHBA Seminar Room  
Concord, NH
- February 2, 2010      *“Employer Tools for Employee Relations”*  
Manchester Area Human Resources Association  
The Derryfield  
Manchester, NH
- December 9, 2009      *“Employment Law Issues – NH Specific Practice Pointers”*  
New Hampshire Bar Association (NHBA) Practical Skills Course  
Grappone Conference Center  
Concord, NH

- November 13, 2009 *“Performance Management and Investigations”*  
 Employment Law 101 – The Life Cycle of a New Hampshire  
 Employee  
 NHBA Continuing Legal Education program  
 NHBA Seminar Room  
 Concord, NH
- November 5, 2009 *“Disability Discrimination and Accommodation: The  
 Requirements under the ADA and State Law”*  
 New Hampshire Adjusters’ Association Annual Conference,  
 Program Entitled “Return to Work: ADA, FMLA, and Worker’s  
 Compensation”  
 Mt. Washington Hotel  
 Bretton Woods, NH
- October 14, 2009 *“Sexual Harassment Issues: Prevention, Investigation and  
 Remediation”*  
 Granite State Managers Association Annual Conference  
 The Balsams  
 Dixville Notch, NH
- June 23, 2009 *“Current Issues in Employment Law”*  
 NHBA Labor & Employment Section Meeting  
 NHBA Center Seminar Room  
 Concord, NH
- June 10, 2009 *“Employment Law Issues – NH Specific Practice Pointers”*  
 NHBA Practical Skills Course  
 Grappone Conference Center  
 Concord, NH
- April 8, 2009 *“Workplace Investigations: The Good, the Bad, and the Ugly”*  
 MBA Luncheon Roundtable  
 Massachusetts Bar Association  
 Boston, MA
- April 7, 2009 *“Sexual Harassment Issues: Prevention, Investigation, and  
 Remedial Action”*  
 Apartment Association of New Hampshire Quarterly Executive  
 Breakfast: Human Resources Issues  
 Bay Ridge at Nashua Apartments  
 Nashua, NH

- April 2, 2009      *“Ethical Issues in Internal Investigations from Factfinding to Litigation”*  
 8<sup>th</sup> Annual Labor and Employment Law Update  
 NHBA Continuing Legal Education program  
 NHBA Seminar Room  
 Concord, NH
- March 16, 2009      *“Legal Update: Family Responsibility Discrimination, Internal Investigations; and Best Practices in Conducting Reductions in Force”*  
 Greater Merrimack Valley Human Resources Association, SHRM Chapter  
 Chunky’s Cinema and Pub, Haverhill, MA
- January 27, 2009      *“Data Security Law: Human Resource Obligations”*  
 Moderator of Program  
 Greater Merrimack Valley Human Resources Association, SHRM Chapter  
 Chunky’s Cinema and Pub  
 Haverhill, MA
- January 23, 2009      *“Legal Developments at the EEOC: Important New Changes on Disability Accommodation, Religious Discrimination, and Caregiver Responsibilities”*  
 Co-Moderator of Program  
 2009 Mid-Winter Meeting of the New Hampshire Bar Association (NHBA) Continuing Legal Education program  
 Radisson Hotel/Center of New Hampshire  
 Manchester, NH
- January 15, 2009      *“New ADA Amendments Act and Disability Accommodation: Is Your Business Ready to Comply?”*  
 Concentra Lunch and Learn Program at Nashua City Hall  
 Nashua, NH
- November 12, 2008      *“Conducting a Reduction in Force: Legal and Practical Considerations”*  
 Lorman Education Services Seminar entitled *“Employee Discharge and Documentation in Massachusetts”*  
 Holiday Inn Boston -Dedham Hotel & Conference Center  
 Dedham, MA

- November 12, 2008 *“Conducting Internal Investigations into Employee Misconduct”*  
Greater Merrimack Valley Human Resources Association, SHRM  
Chapter  
Northern Essex Community College Corporate & Community  
Education Center  
North Andover, MA
- October 29, 2008 *“Sexual Harassment and Domestic Violence: Creating  
Awareness, Preventative Measures, and Corrective Action”*  
3<sup>rd</sup> Annual Tri-State Housing Conference on Sexual Harassment  
and Domestic Violence  
Lake Morey Resort, VT
- October 21, 2008 *“Common Employee Issues: Terminations, Policies, and  
Workplace Romance”*  
Apartment Association of New Hampshire Quarterly Executive  
Breakfast: Human Resources Issues  
Royal Crest Estates  
Nashua, NH
- June 3, 2008 *“Documentation and Discharge under the Law”*  
New Hampshire Association of Broadcasters  
Concord, NH
- July 14-15, 2008 *“Massachusetts Commission against Discrimination: Conducting  
Internal Discrimination Complaint Investigations”*  
MCAD Discrimination Prevention Training Program  
The Conference Center at Bentley College  
Waltham, MA
- April 3, 2008 *“Ethics and Professionalism Issues in Workplace Investigations:  
Role of the lawyer and Lawyers as Witnesses”*  
7<sup>th</sup> Annual Labor and Employment Law Update  
New Hampshire Bar Association (NHBA) Continuing Legal  
Education program  
NHBA Seminar Room  
Concord, NH
- March 29, 2008 *“A Prescription for Handling the Difficult Employee”*  
NH Society of Health System Pharmacists Annual Cabin Fever  
Meeting  
Red Jacket Inn  
North Conway, NH

- January 8, 2008      *“Reducing Your Workforce Without Fouling the Other Side”*  
*“Creating and Maintaining Positive Documentation”*  
 Lorman Education Services program entitled *“Employee Discharge and Documentation in Massachusetts”*  
 New Bedford, MA
- November 28, 2007 *“The Firing Block: Strategies to Prevent Lawsuits Arising from Termination”*  
 Council on Education in Management’s seminar entitled *“Recent Developments in Employment Law 2007”*  
 Manchester, NH
- November 27, 2007 *“Empowering Supervisors with Knowledge of Employment Laws”*  
 Lorman Education Services program entitled *“Fundamentals of Employee Recognition and Retention Programs”*  
 Boston, MA
- June 13, 2007      *“Sexual Harassment Update: How Law Firms Can Protect Themselves”*  
 Granite State Legal Administrators Association  
 New Hampshire Bar Association Bar Center  
 Concord, NH
- May 23, 2007      *“The Essentials of Conducting Workplace Investigations”*  
 New Hampshire Association of Broadcasters  
 Concord, NH
- April 4, 2007      *“Employment Discrimination (State and Federal Law): The Practitioners’ and Agency Perspective on Recent Developments”*  
 6<sup>th</sup> Annual Labor and Employment Law Update  
 New Hampshire Bar Association (NHBA) Continuing Legal Education program  
 Concord, NH
- March 24, 2007    *“A Prescription for Preventing Workplace Harassment”*  
 NH Society of Health System Pharmacists Annual Meeting  
 Red Jacket Inn  
 North Conway, NH
- March 6, 2007      *“Internal Investigations of Harassment and Other Employee Misconduct”*  
 Northeast Human Resources Association (“NEHRA”)  
 Conference Center at Water’s Edge  
 Beverly, MA



- March 1, 2007      *“Conducting a Thorough Investigation: Getting to the Truth, Protecting Privacy Rights, and Documentation Tips that Will Keep You Out of Hot Water”*  
Council on Education in Management Seminar Entitled  
“Discrimination, Harassment, and Retaliation Update 2007:  
Critical Prevention and Response Strategies to Reduce Liability”  
Manchester, NH
- November 1, 2006      *“Shielding Your Organization from Liability in Failing to Make Reasonable Accommodations, Determine Essential Job Functions, and Other Requirements under ADA”*  
Council on Education in Management Seminar Entitled  
“Employment Law Update”  
Manchester, NH
- October 19, 2006      *“ADA, Reasonable Accommodation and the Interactive Process”*  
New Hampshire Adjusters’ Association Annual Conference,  
Program Entitled “Return to Work: ADA, FMLA, and Worker’s  
Compensation”  
Radisson Hotel at the Center of New Hampshire  
Manchester, NH
- June 23, 2006      *“Recent Massachusetts and First Circuit Cases on FMLA”*  
Lorman Education Service Seminar Entitled “Advanced Topics  
under the Family and Medical Leave Act in Massachusetts  
Holiday Inn Worcester  
Worcester, MA
- June 21, 2006      *“Employment Law Update: Harassment, Discrimination, ADA, FMLA, and Performance Management”*  
New Hampshire Association of Broadcasters  
Marriott Grappone Center  
Concord, NH
- June 19, 2006      *“Legal Update on Workplace Romance and Sexual Harassment”*  
National Human Resources Association, New Hampshire Affiliate  
Crowne Plaza Hotel  
Nashua, NH
- June 19, 2006      *“Advanced Employment Law: Working Through Common Problems”*  
NBI Seminar Entitled “Reducing the  
Potential for Discrimination and Harassment Liability”  
Manchester, NH

- June 14, 2006      *“Legal Update: Discrimination and Disability Issues”*  
Granite State Legal Administrators Association  
McLane Law Firm  
Manchester, NH
- May 19, 2006      *“The Internal Investigation: How It Should Be Conducted”*  
National Employment Lawyers Association, New England  
Regional Conference entitled “Succeeding in the New  
Millennium: Practical Advice for your Plaintiff’s Employment  
Practice”  
Boston Park Plaza Hotel  
Boston, MA
- May 16, 2006      *“Retaining and Managing Your Most Difficult Employees While  
Staying in Compliance with the Law”*  
Council on Education in Management Seminar Entitled  
“Employment Law Update”  
Four Points Sheraton Hotel  
Manchester, NH
- April 5, 2006      *“Disability and Religious Discrimination Legal Update”*  
New Hampshire Bar Association, Continuing Legal Education  
Program entitled “5th Annual Labor and Employment Law  
Update”  
Grappone Conference Center  
Concord, NH
- March 22, 2006      *“Recent Legal Developments You Can’t Afford Not to Know  
About”*  
Merrimack Valley Human Resources Association  
Northern Essex Community College Corporate & Community  
Education Center  
North Andover, MA
- March 10, 2006      *“The Hallmarks of Legally Defensible Documentation”*  
National Business Institute seminar entitled “Human Resource  
Policies that Prevent Lawsuits”  
Sheraton Hotel  
Newton, MA
- February 27, 2006      *“Creating Comprehensive Employee Handbooks”*  
National Business Institute seminar entitled “Simple Ways to  
Prevent Avoidable Human Resource Claims”  
Radisson Hotel at the Center of New Hampshire  
Manchester, NH

- February 13, 2006 *“Legally Defensible Hiring, Training, and Promotion Practices”*  
Industrial/Organizational Psychology Course  
St. Anselm’s College, Manchester, NH
- November 17, 2005 *“Internal Investigations of Harassment and Other Employee Misconduct”*  
Northeast Human Resources Association  
Babson Executive Conference Center  
Wellesley, MA
- November 15, 2005 *“Properly Handling an Employee Complaint in New Hampshire”*  
Lorman Education Services  
Sheraton Harborside Portsmouth Hotel  
Portsmouth, NH
- September 26, 2005 *“Workplace Romance and Sexual Harassment Claims”*  
Boston Genesys 25<sup>th</sup> Human Capital Management Conference  
Park Plaza Hotel  
Boston, MA
- September 14, 2005 *“Legal Update and Hiring/Firing Issues”*  
Granite State Legal Administrators Association  
Wiggin and Nourie law firm  
Manchester, NH
- February 1, 2005 *“Employee Handbooks: Drafting and Enforcing Sound Procedures and Policies”*  
National Business Institute  
Concord, NH
- December 8, 2004 *“2004 Legal Update”*  
Merrimack Valley Human Resources Association, a Chapter of  
the Society for Human Resources Management  
Guest House Suites  
Methuen, MA
- October 21, 2004 *“300 Ways to Use Your Law Degree”*  
Massachusetts Bar Association  
Radisson Hotel  
Boston, MA
- September 22, 2004 *“Sports and Hazing: A Legal Update”*  
Rhode Island Interscholastic League  
Radisson Hotel  
Warwick, RI

- February 9, 2004 *“2003 Legal Update of Massachusetts and Federal Law”*  
King & Bishop Network Group  
King & Bishop  
Waltham, MA
- December 10, 2003 *“Conducting Effective Sexual Harassment Investigations” and  
“Effectively Utilizing Experts on Employment Practices  
in Sexual Harassment Cases”*  
New Hampshire Bar Association, Continuing Legal Education  
Program Entitled “The Law of Sexual Harassment”  
Holiday Inn  
Concord, NH
- November 17, 2003 *“Legal Update: The Impact of New Hampshire Supreme Court  
Decision Madeja v. MPB Corp. d/b/a Split Ballbearing”*  
National Human Resources Association, New Hampshire Affiliate  
Crowne Plaza Hotel  
Nashua, NH
- November &  
December 2003 *“Basic Construction Law Course: Employment Law”*  
Associated Builders and Contractors  
Health and Safety Council  
Concord, NH
- September 24, 2003 *“Sexual Harassment and How to Conduct Investigations”*  
Society for Human Resources Management, Merrimack Valley  
Chapter  
Merrimack College, Andover, MA
- November 6, 2002 *“Significant Employment Issues for Small Businesses”*  
Women’s Business Center  
Fleet Bank  
Portsmouth, NH
- November 5, 2002 *“Sexual Harassment Basics”*  
Lorman Education Services  
The Yard Restaurant  
Manchester, NH
- July 23, 2002 *“Employment Practices”*  
Lorman Education Services  
Peabody, MA
- June 11, 2002 *“Sexual Harassment: The Law”*  
Northeast Passenger Transportation Association Human  
Resource Training Day  
Portland, ME

- April 2, 2002      *“Sexual Harassment and Workplace Discrimination”*  
Business Law class of the Honorable John T. Broderick  
Tuck School, Dartmouth College, Hanover, NH
- March & April  
2002      *“Basic Construction Law” Course: Employment Law*  
Associated Builders and Contractors  
Cobb Hill Construction, Inc.  
Concord, NH
- January 14, 2002      *“Legal Update – 2001 Employment and Labor Laws”*  
National Human Resources Association  
Crowne Plaza Hotel, Nashua, NH
- December 7, 2001      *“Harassment Law for Transgendered Workers”*  
Genderfest: What’s Gender Got To Do With It?  
Plymouth State College, Plymouth, NH
- December 5, 2001      *“Hot Topics in School Law in New Hampshire –  
Harassment and Hazing”*  
Lorman Education Services  
The Yard, Manchester, NH
- November 3-4, 2001      *“How to Write an Employee Handbook”*  
National Association of Women in Construction  
The Margate, Laconia, NH
- November 2, 2001      *“Defining Sexual Harassment”*  
Lorman Education Services  
The Yard, Manchester, NH
- November 6-7,  
2001      *“The Continuum of Sexual Harassment Workshop”*  
New Hampshire Sexual Harassment Task Force, Title IX  
Training  
Primex<sup>3</sup> Offices  
Concord, NH
- September 11, 2001      *“Bullying, Hazing and Harassment”*  
Sexual Harassment Task Force Train the Trainer Conference  
Primex<sup>3</sup> Offices  
Concord, NH
- June 8, 2001      *“Investigations of Harassment and Other Complaints”*  
Primex<sup>3</sup> Offices  
Concord, NH

- May 9–11, 2001 *“New Hampshire’s Bullying Law”*  
Primex Annual Conference  
Mt. Washington Hotel, Bretton Woods, NH
- March 26-27, 2001 *“Sexual Harassment Prevention”*  
The New Hampshire Commission on the Status of Women,  
Sexual  
Harassment Task Force and NH Department of Education  
Primex<sup>3</sup>, Concord, NH
- March 16, 2001 *“Sexual Harassment”* and *“Essential for Conducting an Effective  
Sexual Harassment Investigation”*  
Seacoast Staff Development Day  
UNH Department of Education and Seacoast Educational  
Services  
University of New Hampshire, Durham, NH
- January 26, 2001 *“Dealing with Injured or Disabled Employees”*  
Glass Forum 2001  
The Center of New Hampshire and Holiday Inn, Manchester, NH
- December 8, 2000 *“Hot Topics in School Law in New Hampshire” --  
Sexual Harassment*  
Lorman Education Services  
The Yard Restaurant, Manchester, NH
- December 6, 2000 *“Essential Policies under State and Federal Law”*  
Fleet Series Workshop/Women’s Business Center  
Sheraton Wayfarer, Bedford, NH
- November 8, 2000 *“Sports, Hazing and Harassment”*  
Hazing and Unlawful Harassment Seminar  
New Hampshire Interscholastic Athletic Association  
Concord, NH
- September 20, 2000 *“Safeguarding Against Hazing and Other Forms of Unlawful  
Harassment Seminar”*  
New Hampshire Interscholastic Athletic Association Annual  
Meeting  
Sheraton Wayfarer, Bedford, NH
- August 24, 2000 *“Deductions from Salary”* and *“Independent Contractors vs.  
Employees”*  
Lorman Education Services  
The Event Center at C.R. Sparks, Bedford, NH

- August 23, 2000      *“Sports and Hazing”*  
Rhode Island Interscholastic League  
Rhode Island College, Providence, RI
- June 29, 2000      *“Sexual Harassment: An Attorney’s Perspective”*  
New Hampshire Association of School Principals  
Eagle Mountain House, Jackson, NH
- May 11, 2000      *“Independent Contractors”*  
*“Sexual Harassment”*  
EnviroExpo  
Hynes Convention Center, Boston, MA
- April 19, 2000      *“Privacy in the Workplace”*  
Nashua Chamber of Commerce Small Business Institute  
Rivier College, Nashua, NH
- April 12, 2000      *“Employment Issues in the Workplace”*  
Business Law class taught by the Honorable John T. Broderick  
Tuck School, Dartmouth College, Hanover, NH
- March 16, 2000      *“Hot Issues in Human Resources: How to Hire,  
Terminate & Protect Your Business”*  
The Fleet Series: Hot Issues in Human Resources  
Women’s Business Center, Manchester, NH
- February 2, 2000      *“Essential Employment Policies under New Hampshire Law”*  
Women’s Business Center, Peer Advisory Meeting  
Fleet Bank, Portsmouth, NH
- January 21, 2000      *“The Legal and Ethical Implications of Ex-Parte Communications”*  
New Hampshire Bar Association,  
Continuing Legal Education program  
Wayfarer Inn, Bedford, NH
- January 10, 2000      *“Legal Update: The Impact of Recent Changes in the Law”*  
National Human Resources Association, New Hampshire Affiliate  
CR Sparks, Bedford, NH

- November 17-18, 1999      *“Controlling Drugs and Alcohol Abuse in tWorkplace,”*  
*The Fundamentals of EEOC Compliance: How to Avoid*  
*Discrimination Claims”*  
*“Employee Privacy in Today’s Workplace: Balancing Your*  
*Employees’ Rights with Your Information Needs”*  
 Council on Education in Management seminar entitled  
*“The Basics of Employment Law”*  
 Highlander Inn, Manchester, NH
- October &  
 November 1999      *“Basic Construction Law” Course: Employment Law*  
 Associated Builders and Contractors  
 Cobb Hill Construction  
 Concord, NH
- October 28, 1999      *“Update on Employment Law”*  
 Batchelder Chapter of the American Inns of Court  
 Centennial Inn, Concord, NH
- October 20, 1999      *“Hiring and Managing Employees Defensively”*  
 Women in Technology International  
 Daniel Webster College, Nashua, NH
- October 20, 1999      *“Creating a Safe and Productive Workplace that Complies with*  
*New OSHA Standards”*  
 Council on Education in Management seminar entitled  
*“Workers’ Compensation Update”*  
 Highlander Inn, Manchester, NH
- October 13, 1999      *“Handbooks and Employment Law”*  
 National Association of Women in Construction,  
 Granite State Chapter #218  
 Intervale Country Club, Manchester, NH
- October 6, 1999      *“Human Resources Management for Law Firms”*  
 Moderator, Chair  
 New Hampshire Bar Association,  
 Continuing Legal Education program  
 CR Sparks, Bedford, NH
- September 28, 1999      *“Creating Effective Documentation”*  
 Council on Education in Management seminar entitled  
*“Personnel Law Update”*  
 The Highlander Inn, Manchester, NH



- June 25, 1999      *“Workplace Violence: Safety & Security for Lawyers”*  
Moderator  
New Hampshire Bar Association,  
Continuing Legal Education program  
The Balsams, Dixville Notch, NH
- May 12, 1999      *“Creating Effective Handouts”*  
American Society for Training and Development  
Marriott Courtyard, Portsmouth, NH
- April 15, 1999      *“Discovery and an Employer’s Sexual Harassment Policies,  
Internal Investigations, and Training Materials”*  
New Hampshire Bar Association,  
Continuing Legal Education program  
“Discovery Issues in Employment Law Cases”  
CR Sparks, Bedford, NH
- February 10, 1999      *“An Introduction to Employment Law Issues”*  
The 8<sup>th</sup> Annual Conference on “Horses & Healing”  
Pony Farm, Temple, NH
- January 15, 1999      *“Preventing Sexual Harassment in the Workplace” and  
“Controlling Drugs and Alcohol in the Workplace”*  
Council on Education in Management seminar entitled  
“The Basics of Employment Law”  
The Highlander Inn, Manchester, NH
- October &  
November 1998      *“Basic Construction Law” Course: Employment Law*  
Associated Builders and Contractors  
Cobb Hill Construction  
Concord, NH
- June 30, 1998      *“One Sexual Harassment Suit Can Sabotage Your Business”  
Learn How to Cope Before It Happens”*  
Sadler Insurance Agency and Employment Practices Group  
Nashua Country Club, Nashua, NH
- June 23, 1998      *“One Sexual Harassment Suit Can Sabotage Your Business.  
Learn How to Cope Before It Happens”*  
Sadler Insurance Agency and Employment Practices Group  
Manchester Country Club, Manchester, NH