State legislatures face the same employment-related legal risks as any other organization. Learn the essential employer do’s and don’ts that you must know about hiring, firing, workplace harassment and employee performance management.

**Agenda**

10:00 – 10:10 a.m. Welcome and Introductions  
**Kae M. Warnock, Policy Specialist, Legislative Management, NCSL**

10:10 – 11:10 a.m. Speaker’s Remarks  
**Jonathan A. Segal, Partner, Duane Morris LLP**

11:10 – 11:30 a.m. Questions from the Audience

**Faculty Bio**

**Jonathan A. Segal, Partner, Duane Morris LLP**  
Jonathan A. Segal is a partner at Duane Morris LLP in the Employment, Labor, Benefits and Immigration Practice Group. Jonathan is also the Managing Principal of the Duane Morris Institute. An accredited HRCI provider, The Duane Morris Institute provides seminars and webinars on employment, labor, immigration and benefits issues.

Previously a litigator, Jonathan’s practice now focuses entirely on preventive counseling, strategic planning, management training and policy development. Areas of focus include: equal employment opportunity; wage and hour compliance; diversity and glass ceiling; performance management; and workplace investigations.

Jonathan has provided training to federal and state judges across the country on gender bias, performance management and other employment issues. Jonathan also has provided employment training to HR professionals in various intelligence agencies.

Jonathan created a television special on sexual harassment, “The Sexual Harassment Quiz”.

Jonathan is the Legislative Director for PA State Council of SHRM, Inc.

Jonathan received his B.A., summa cum laude, from the University of Pennsylvania and his J.D., cum laude, from the University of Pennsylvania, School of Law.

Jonathan has published more than 160 articles for various publications on employment issues. A Contributing Editor to *HRMagazine*, Jonathan has published more than 110 articles for the magazine.