



SpencerFane®

## Spencer Fane Hosts WorkSmarts Summit on Advanced Employment Law

Spencer Fane hosted the firm's inaugural WorkSmarts Summit, an invitation-only forum built on the momentum of the WorkSmarts Labor & Employment webinar series, on March 26-27 in Nashville, Tennessee.

Featuring a fast-paced program packed with practical, ready-to-use takeaways, the event delivered sharp insights, candid conversations, and the creative spark and live entertainment of Music City.

On Day 1, attorneys [Kami Hoskins](#) and [Randi Winter](#) led the session, Employment Law Update 2026: What's Changed, What's Coming, and What Still Keeps Employers Up at Night. The duo highlighted significant issues affecting employer decision-making and explored how employers can proactively position themselves amid accelerating change. Attendees then attended dinner at Martin's Bar-B-Que Joint and enjoyed music and cocktails at The Listening Room.

Day 2 kicked off with breakfast and a presentation from [Helen Holden](#) and [Tracey Wallace](#) titled, ADA & Mental Health: Reasonable Accommodations, Compliance, and Risk in a Changing Workplace that focused on how employers can navigate rapidly shifting accommodation laws for a compliant and supportive workplace. Next, Jeremy Brenner and Sam Jackson led attendees through Mastering FLSA Compliance: Navigating Classification Pressures and Emerging Wage & Hour Risks – a deep dive into everything from exemption standards and remote-work timekeeping to contractor classification, off-the-clock risks, and litigation and enforcement trends.

After a Roundtable Lunch led by [Rachel Marshall](#), [Casey Murray](#), [Servando Sandoval](#), [Paul Satterwhite](#), and [Rachael Thomson](#) with small-group conversations focused on

labor law, California employment law, and artificial intelligence, Day 2 continued with presentations from Loren Foy, [Beth Nillen](#), [Kunal Shah](#), and [Pablo Orozco](#). Loren and Beth covered Ethical Workplace Investigations: Navigating Complexity, Credibility, and Compliance Concerns in 2026 while Kunal and Pablo concluded the program with FMLA & Intermittent Leave: Managing Compliance, Abuse Risks, and Operational Strain.