



Your Trusted Benefits Advisor

**W&S** Wright, Constable & Skeen LLP  
Attorneys At Law

The Business Benefits Group in partnership with Wright, Constable, & Skeen, LLP invites you to attend our Fall Seminar on:

## **How to Hire & When to Fire...and Everything In Between!**

These topics are a team effort for a business, so we've designed this seminar to assist **Program Managers, Supervisors & HR Professionals.**

Please bring your team to participate in this fantastic topic!

**Tuesday, October 10 | 8:30—11:30 AM**

Registration starts at 8:30; seminar will run from 9:00—11:00 with time for questions

Westwood Country Club | 800 Maple Avenue East | Vienna, VA 22180

**Register TODAY at [www.bbgbroker.com/events](http://www.bbgbroker.com/events)**

Questions? Please contact BBG HR— [BBGHR@bbgbroker.com](mailto:BBGHR@bbgbroker.com) or  
703-385-7200 x288

### **Topics Include:** *(pending 2 HRCI & SHRM credits)*

- Compliant Hiring Practices
- Americans With Disabilities Act
- Family & Medical Leave Act
- Discrimination
- EEOC
- Affirmative Action
- And MORE!

## About our Speakers:



**Laura L. Rubenstein** is a partner at Wright, Constable & Skeen in the firm's Labor and Employment Practice Group. Her practice concentrates in advising clients in many different areas of workplace law. She represents businesses and nonprofit organizations in a wide range of matters, including providing guidance on sensitive and confidential employment issues and defending FLSA wage disputes, harassment, discrimination and retaliation claims. Ms. Rubenstein drafts critical documents specific to her client's industries and needs, which include employment contracts, restrictive covenants, and severance/separation agreements. An advocate for her clients before federal, state and local administrative agencies and courts, she is also a certified mediator who represents clients in mediations, arbitrations and other types of alternative dispute resolution proceedings.

Ms. Rubenstein advises corporate clients and nonprofit organizations in the drafting, review and effective implementation of employment manuals and policies. She also works with boards of directors and c-level executives to provide guidance on governance, both policy and execution. She works

with companies to provide on-site training for managers, supervisors and executives to help reduce exposure to liability and promote a more harmonious and productive workplace. She has frequently handled and successfully guided companies through workplace investigations related to claims and charges filed against company executives.

Ms. Rubenstein regularly advises clients undergoing investigations by state and federal departments of labor, OFCCP, DLLR, EEOC, and other federal and state agencies on matters related to wages, classification and other statutory requirements. Ms. Rubenstein represents private employers in traditional labor law matters involving collective bargaining, arbitrations, strikes and unionization attempts. She has successfully defended and filed numerous unfair labor practice charges before the NLRB.



**Don Walsh** has been practicing law for 25 years with the simple goal of providing value to businesses. He has always believed that there was a better way to provide quality legal services which avoided the frequent esoteric and expensive answers received from many large law firms which often offered little assistance beyond a thick memo and a big bill. Underlying Don's approach to clients is his simple foundation of providing clients practical, valuable legal and business solutions.

Over the past 25 years, Don has become known as one of the preeminent government contracting attorneys in Baltimore. His clients include startups to Fortune 500 firms, where he helps them solve a multitude of lifecycle business issues including corporate matters, partner and shareholder disputes, mergers and acquisitions, employment law issues, and contract drafting. Don's diverse experiences and knowledge have allowed him to successfully navigate the handling of government contract issues involving federal, state and local governments. This success includes litigating contractual disputes, resolution of equitable adjustment claims, and challenges to procurements through protest procedures before the GAO, the Court of Federal Claims, federal and state agencies, various Boards of Contract Appeals and in the state and federal court system.

Don's passion surrounds small businesses. He is known within his community and workplace as an advocate for small businesses, having worked with hundreds of small and emerging businesses over the course of his career and assisting them throughout their lifecycle. In addition to utilizing his legal and business acumen to help his clients, Don has a special place in assisting small businesses through the SBA's E200 program. Don has been a loyal supporter of this program since one of the first classes of this program in Baltimore included his wife and her Baltimore business, Alpha Graphics, Inc. Ever since he witnessed the transformation which this program did in helping his wife and her classmates, he has recommended the program to many small business owners and has volunteered as an annual contributor and guest "judge" to the program and its students.

In addition to this support to the program, Don has been a tireless advocate in advising his clients on small business initiatives through the federal and state procurement system and preference programs and has advised and commented on numerous proposed regulations seeking to promote small business goals and agendas. His most recent experience involved meeting with the Lt. Governor Boyd Rutherford's Commission to Modernize State Procurement prior to their final report being released on various initiatives and recommendations of the committee which included overhauling the State procurement system and seeking to identify means and methods of expanding small and minority business opportunities.

An accomplished and published writer and speaker, Don has conducted a number of seminars on a variety of legal topics including teaming agreements, subcontract drafting, and employment law topics to name a few. A 1988 cum laude graduate of Towson University (B.S.), Mr. Walsh received his law degree in 1991 from the University of Baltimore (J.D., magna cum laude), where he served as associate editor of the Law Review.