



October 2018 Member Meeting

Country Club of Virginia

October 25, 2018

Noon-1:30 pm

MINUTES

Thanks and Recognition:

Introduce self and welcome all to the event.

Thank CCV for hosting our lunch today and our meeting sponsors.

- Seltek
- EnTrust
- OneDigital

Introduce and Thank Business Partners:

• DeAnn Pangburn	Union Bank & Trust	Platinum Business Partner
• Kay Larkin	Seltek	Gold Business Partner
• Jamie Jacoby	Seltek	Gold Business Partner
• Liz Coleman	Prime Legal	Gold Business Partner
• Sam Stone	Stone's Office Equipment	Silver Business Partner
• Jeanne Ashman	AppleOne	Bronze Business Partner
• Cathy Miles	Cobb Technologies	Bronze Business Partner
• Natalie Harris	Cognicion	Bronze Business Partner
•	EnTrust	Bronze Business Partner
• Ritter Jonas	OneDigital	Bronze Business Partner
• Kathy Lewis	Proxios	Bronze Business Partner

Are there any other business partners?

Introduce Guest(s)/New Members:

- Christine Hill – HR Director - Allen, Allen, Allen & Allen
- Paul Mustian – Christian & Barton, LLP

Announcements:

- **Wednesday, November 14** – Gray Area of Thinking with Ellie Krug – Hunton Andrews Kurth - beginning at 5:30 pm and co-sponsored with SHRM – Comments by Martha

- **Wednesday, November 28** – River City Roll – New Date for Gold BP Social
- **Thursday, December 6** – Annual Holiday Luncheon at The Jefferson
- **Wednesday, December 12** – Tacky Light Tour – Platinum Sponsor Event
- **Volunteer Opportunities** – Committees - Membership, Community Connections, Diversity and Inclusion
- **2019 Program Planning Underway**

Meeting Sponsor Introduction/Raffle:

- **Seltek** – Kay Larkin (Director of Business Development) and Jamie Jacoby - (Network Systems Engineer)
 - Amazon \$25 Gift Card – won by Mary Ellen Cleveland
- **EnTrust** – Tray Isley was unable to attend
 - Raffle item - none
- **OneDigital** – Ritter Jonas
 - Raffle Item - none

Speaker Introduction:

Topic: The #metoo Movement and What To and Not To Do as an Employer

Amanda M. Weaver

Associate, Williams Mullen

Amanda Weaver advises clients on compliance with various state and federal employment laws, counsels individuals and employers as litigation arises and assists clients in connection with their business immigration issues. She helps clients maintain compliance with anti-discrimination laws such as the Americans with Disabilities Act, the Fair Labor Standards Act, and Title VII, including advising clients on compliance with discrimination laws that pertain to the rapidly evolving area of gender identity and transgender/transitioning employees. Amanda also assists employers with compliance under the Occupational Health and Safety Act (OSHA), and she advises employers on compliance with the requirements of the Family Medical Leave Act and National Labor Relations Act.

Amanda helps employers ensure compliance with the Fair Credit Reporting Act (FCRA) - including drafting FCRA-compliant disclosures and notices - and impending changes to overtime regulations. She regularly assists employers on compliance matters related to worker classification, paid sick leave laws and wage payment laws, including state wage payment laws and the Fair Labor Standards Act. Amanda also provides counsel related to human resource matters, including employee handbooks and policies, employment agreements, separation agreements and releases, restrictive covenants, personnel matters and I-9 compliance.

When employers face litigation, Amanda counsels them to help find and achieve the best solution. She advises clients in cases involving discrimination claims, FMLA claims, wage payment and misclassification claims, defamation claims, OSHA citations and EEOC charges of discrimination, among others.

Amanda assists clients with the cross-border movement of personnel and staffing needs and assists clients with obtaining business visas such as H-1B, L-1 and H-3 visas.

Amanda earned her J.D. from the University of Richmond School of Law, where she graduated magna cum laude and was a member of the University of Richmond Law Review, the Moot Court Board and the Trial Advocacy Board, as well as the McNeill Law Society. She also earned a B.A in Art History and German Studies from Duke University.

Members	23
Guests	1
Speaker(s):	1
Business Partners – not sponsoring	6
Business Partners – meeting sponsors	3
TOTAL	34

See next page for attendance details . . .

Member Meeting - October 2018			
Name	Company	Member/Guest	Attendance
Barbara Allen-Smith	Carrell Blanton	Member	X
Michelle Andino	Moran Reeves Conn	Member	X
Jeanne Ashman	AppleOne	Guest	X
Christina Bloom, CLM	Goodman Allen Donnelly	Member	X
Ann Roberts Caudle	Boleman Law Firm	Member	X
Mary Ellen Cleveland	ThompsonMcMullan	Member	X
Liz Coleman	Prime Legal	Guest	X
Dave Cummings	Allen, Allen, Allen & Allen	Member	X
Abigail L. Davis-Hess	ReidGoodwin, PLC	Member	X
Kathleen Deaner	Setliff Law, PC	Member	X
Natalie Harris	Cognicion LLC	Guest	No Show
Maryann Hartzell	CowanGates	Member	X
Cherie L. Heintz	Hunton Andrews Kurth LLP	Member	X
Anne Henkel		Member	X
Christine Hill	Allen, Allen, Allen & Allen	Member	X
Tracy Kristensen	Spotts Fain PC	Member	No Show
Melanie Lee, Esq.	Lee Law Office	Guest	X
Norma Lee	Lee Law Office	Member	X
Kathy Lewis	Proxios	Guest	X
Ashley McKnight	Allen Allen Allen & Allen	Member	No Show
Teresa P. Miles	Freeborn & Peters, LLP	Member	No Show
Cathy Miles	Cobb Technologies	Guest	X
Paul Mustian	Christian & Barton, LLP	Member	X
DeAnn Pangburn	Union Bank	Guest	X
Nancy Pugh, CPA	Allen, Allen, Allen & Allen	Member	X
Ellen Purcell	Hirschler Fleisher	Member	X
Bob Ridout	Christian & Barton, LLP	Member	X
Kendall Ruby	Harman Claytor Corrigan & Wellman	Member	X
Tricia Sanders	Durrette, Arkema Gerson & Gill PC	Member	X
Sam Stone	Stone's Office Equipment	Guest	X
Meredith Sutphin	Spotts Fain PC	Member	X
DeAnna Vanover	McGuire Woods Consulting LLC	Member	X
Dena M. Wengert	Williams Mullen	Member	X
Martha Youngblood	McGuire Woods	Member	X
Speaker			
Amanda M. Weaver	Williams Mullen		X
Meeting Sponsors			
Kay Larkin	Seltek		X
Jamie Jacoby	Seltek		X
Trey Isley	EnTrust		unable to attend
Ritter Jonas	OneDigital		X
Walk-Ins - none			