FLORIDA NELA
ANNUAL CONFERENCE

2026

Friday, August 14th & Saturday, August 15th

Embassy Suites by Hilton
St. Augustine Beach Oceanfront Resort

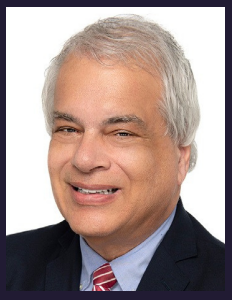
300 A1A Beach Boulevard,
St Augustine, FL 32080.

Register Online: **FloridaNELA.org**

UWWM: SUCCESSFULLY RESOLVING *EMPLOYMENT DISPUTES* SINCE 1988

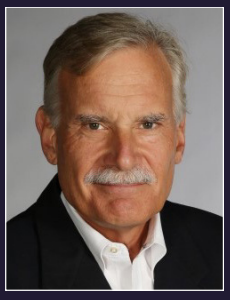
Featuring our Florida NELA Conference presenters:

A. MICHELLE JERNIGAN



MARK J. BERKOWITZ

ROBIN FAWSETT



RICK KOLODINSKY

FLORIDA NELA

UPCHURCH WATSON UWWM WHITE & MAX

More details on Upchurch Watson White & Max Mediation Group at **UWW-ADR.com** or **800.863.1462**

Orlando • Ormond • Ocala • Jacksonville • West Palm • Fort Lauderdale • Miami • Tampa • Birmingham

FRIDAY, AUGUST 14TH

11:00 A.M.

- **Registration & Welcome** - Continuous beverage & snack station (grab-and-go, billed on consumption)

12:00 – 12:50

- **The Florida CHOICE Act: "Florida's Super-Charged Noncompete in a National Context" –** Prof. Rachel Arnow-Richman, UF Levin College of Law

1:00 – 1:50

- **ESI and AI Best Practices in Discovery** – Kelly O'Connell

2:00 – 2:50

- **Legal-Technology Session** – Readback / Infraware (sponsor presentation)

3:00 – 3:50

- **The Status of McDonnell Douglas & the "Convincing Mosaic" After Ismael** – James Poindexter (Delegal, Poindexter & Underkofler)

4:00 – 4:50

- **Beyond Burnout: The Invisible Rule Behind Attorney Stress** – Pamela DeNeuve, The Invisible Rule

4:50 – 5:30

- Closing Remarks & Word from Sponsors

6:00 – 7:00

- **Happy Hour** – Sponsored by Travis Hollifield; charcuterie & artisan cheese + passed hors d'oeuvres

6:30 – 8:30

- **Dinner** –Southern BBQ Buffet + Pepper-Crusted Brisket carving station

SATURDAY, AUGUST 15TH

8:45 A.M. – 9:00

- **Welcome** – Word from Sponsor

9:00 – 10:00

- **Maximizing Outcomes: The Benefits of Pre-Suit and Early Mediation in Employment Disputes** – UWWM Panel: A. Michelle Jernigan (moderator), Mark Berkowitz, Rick Kolodinsky, Robin Fawsett (Gold Sponsor)

10:00 – 10:50

- **The New FCRA Amendment & Recent Discrimination Decisions** – Rick Johnson

11:00 – 11:50

- **Emerging Developments in Labor & Employment Law – A Multi-Perspective Panel** – see featured panel detail below

12:00 P.M.

- **Lunch & Goodbyes** – Mission District Buffet

Featured Panel – Saturday 11:00 A.M.

Emerging Developments in Labor & Employment Law

An informal, conversational panel examining recent changes and emerging developments across the plaintiff's bar, the management side, National NELA, academia, and the Florida Bar Labor & Employment Law Section, with possible participation by the EEOC.

- **Moderator**: Kelly O'Connell, FLANELA President-Elect
- **Academia**: Prof. Rachel Arnow-Richman, UF Levin College of Law (confirmed)
- **Additional panelists**: National NELA, management-side, and Florida Bar L&E Section representatives, and EEOC participation – being confirmed

SPONSORS

Upchurch, Watson, White & Max (UWWM)

- **TIER / ROLE**
  - **Gold** — $5,000
- **RECOGNITION**
  - Saturday panel; program ad; dinner recognition

Travis Hollifield

- **TIER / ROLE**
  - Happy-hour sponsor
- **RECOGNITION**
  - Friday happy hour + closing remarks

Eve Legal

- **TIER / ROLE**
  - Sponsor (booth)
- **RECOGNITION**
  - Exhibitor / sponsor recognition (not presenting)

Readback / Infraware

- **TIER / ROLE**
  - Sponsor + presenter
- **RECOGNITION**
  - Friday legal-technology session