

THREAD THE NEEDLE



SHARP STRATEGIES FOR TANGLED TIMES

Fredrikson's
North Dakota Employment
Law Seminars

Bismarck • Monday, October 13, 2025
Fargo • Tuesday, October 14, 2025

Fredrikson's North Dakota Employment Law Seminars



At loose ends on workplace issues? Untangle the jumbled tapestry of new and shifting laws and enforcement priorities at Fredrikson's 2025 North Dakota Employment Law Seminars.

From evergreen topics such as workplace investigations to the rapidly emerging AI revolution, Fredrikson's seminar equips you with the tools to weave confidently through compliant and effective options. We will discuss how to maintain document compliance for your benefits plans while addressing the intricacies of employment-based immigration. Fredrikson's practical guidance will help you balance local, state, and federal regulations without feeling hemmed in.

Don't miss the mark when handling your workplace matters. Join us this October.

BISMARCK DETAILS

Date: Monday, October 13, 2025

Location: Radisson Hotel Bismarck
605 E Broadway Avenue
Bismarck, ND 58501

FARGO DETAILS

Date: Tuesday, October 14, 2025

Location: Delta Hotels Fargo
1635 42nd Street SW
Fargo, ND 58103

CONTINUING EDUCATION

We have applied for Continuing Legal Education (CLE) credit for this program in North Dakota and Minnesota. We have also applied for HRCI HR (General) credits and Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM.

REGISTRATION

Registration Fee: \$85.00

Register for Bismarck – <https://cvent.me/27x7on>

Register for Fargo – <https://cvent.me/kYyVzY>

QUESTIONS

Contact events@fredlaw.com



Agenda Overview

7:30 a.m. Registration and Continental Breakfast

8:00 a.m. Welcome

8:05 a.m. Workplace Artificial Intelligence
Unraveled: Risks, Rules, and Rewards

8:50 a.m. Making Sense of the Benefits
Patchwork Quilt

9:20 a.m. Workplace Investigations: Overview of
the Process and Documentation

10:10 a.m. Break

10:25 a.m. Master the Fine Points of
Employment-Based Immigration

11:15 a.m. Where are we now? Untangling the
Changing Employment Law Landscape

12:00 p.m. Lunch, Q&A Panel and Door Prizes

1:30 p.m. Seminar Concludes

Sessions

8:00 a.m. Welcome
Kristy L. Albrecht

**8:05 a.m. Workplace Artificial Intelligence
Unraveled: Risks, Rules, and Rewards**
Mac J. Schneider

From regulatory developments to practical policies, this session guides you through the tangled realities of workplace AI. Gain insights into employee use, risk management, and how HR can adopt AI tools without compromising compliance or fairness.

**8:50 a.m. Making Sense of the Benefits
Patchwork Quilt**
Debra J. Linder

This session will review the benefit plan documentation that plan sponsors should maintain for the administration of their benefit plans and best practices for retaining that documentation. We will also discuss recent developments, including updates on SECURE 2.0, the DOL's Voluntary Fiduciary Correction Program and The One Big Beautiful Bill.

**9:20 a.m. Workplace Investigations: Overview of
the Process and Documentation**
Kristy L. Albrecht

Hone your skills regarding internal workplace investigations. We will provide a logical and thoughtful approach to investigations so that you do not leave any loose ends and you tie up the process with a thorough, fair, and defensible investigation report.

10:10 a.m. Break

**10:25 a.m. Master the Fine Points of Employment-
Based Immigration**
Matthew P. Webster

Sharpen your organization's approach to visa options to sponsor foreign nationals, hone the questions that can be asked during the hiring process, unravel the lifecycle of a green card, and craft a seamless strategy for compliance and worksite enforcement actions.

**11:15 a.m. Where are we now? Untangling the
Changing Employment Law Landscape**
Beverly L. Adams

This session will uncover Executive Orders, DEI programs, Sexual Orientation and Gender Identity Protections, the Pregnant Workers Fairness Act, EEOC AI Guidance, Decreased Harm Standard under Title VII and the rise of Reverse Discrimination Claims.

Presenters



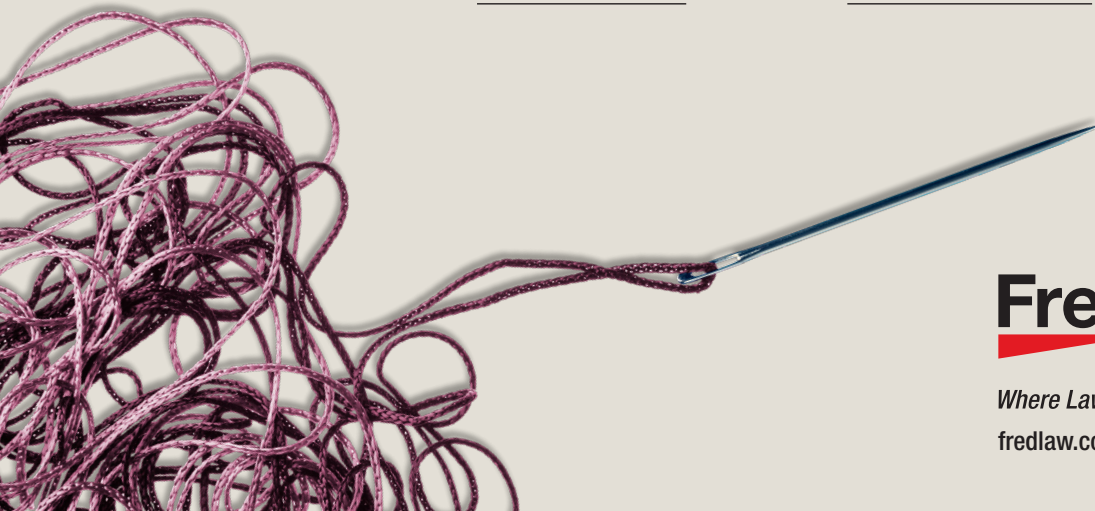
Beverley L. Adams

Kristy L. Albrecht

Debra J. Linder

Mac J. Schneider

Matthew P. Webster



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