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presents



## LEGAL UPDATE

THURSDAY, FEBRUARY 12, 2026

Join us for our upcoming Webinar - Legal Update

Date : Thursday, February 12, 2026

Time: 12-1pm via Zoom

The end of 2025 and beginning of 2026 have seen a flurry of labor and employment law legislation and activity at the regulatory agencies. Come learn about the new Trap Act and how it may affect your employee training programs and reimbursement, new restrictions on using credit reports in employment decisions, changes to contractor reporting of certified payroll for prevailing wage projects, new DOL interpretations related to Family and Medical Leave Act, bonuses, and exemption criteria, OSHA update and more.

Credit: SHRM/HRCI credit available

To register for this event or for more information, please email [ssmith@hhk.com](mailto:ssmith@hhk.com) by Tuesday, February 10th

*Next Lunch with a Lawyer (March 19):  
Employee Performance, Management and Discipline*



This program has been pre-approved for 1 hr & HRCI General Credit towards aPHR®, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®).



Hinman, Howard & Kattell is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP® recertification activities.



**Speaker:**  
**Dawn J. Lanouette, Partner**

*Dawn Lanouette is the chair of the Labor and Employment Practice Group. She counsels clients on all aspects of their relationship with their employees. Dawn has represented hundreds of clients in the Division of Human Rights, the Equal Employment Opportunity Commission and in state and federal courts in claims involving harassment, discrimination and failure to accommodate disabilities.*

*She is a regular speaker on labor and employment topics including preventing harassment and discrimination and regularly provides training to executives, human resource personnel, managers and supervisors on legal obligations and best practices.*

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