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Managing Partner, New York
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SUMMER INSTALLMENT:

23rd National Conference on

EMPLOYMENT PRACTICES LIABILITY INSURANCE



**Identifying New Opportunities in the EPLI Market,
Minimizing Exposure to EPL Risks, Defending Against the
Newest Claims, and Reducing Litigation and Settlement Costs**

Inquire about
special rates for
government,
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and brokers

SESSIONS INCLUDE:

- Trends in the EPLI marketplace given new sources of claims including systemic discrimination cases, agency-initiated class action-type cases, and coordination among federal offices pursuing investigations and litigation against employers
- Recent case law regarding coverage underlying workplace class actions and EPL, EEOC pattern and practice claims, and court review of EEOC conciliation efforts
- Wage & hour and EPLI: the market, coverage needs, the latest on exclusions, coverage buy back and sublimits, and best practices for mitigating exposure to claims
- Pregnancy accommodation claims and their interplay with EPLI
- ADA and FMLA: coverage complexities, “hot button” accommodation issues, and solutions for minimizing exposure to disability discrimination/FMLA claims
- The impact of social media in the workplace: benchmarking best practices and policies in today’s cyber-culture
- NLRB’s continued scrutiny over employers’ practices that “chill” concerted activity
- Current trends in workplace harassment: bullying, religious discrimination, and third-party discrimination
- Retaliation and whistleblowing claims in today’s workplace culture: EPLI coverage given the expanded scope of anti-retaliation provisions
- Triangular relationship of insurers, insureds, and defense counsel
- Background checks, criminal history checks, and credit checks and impact on EPLI
- Legalized marijuana, medical marijuana, and bringing concealed weapons into the workplace: the implications for employers and coverage
- Examining the nuances of joint employer cases, NLRB guidances on where the liability falls, and beyond

The only EPLI conference that goes the extra mile and brings you government priorities. Hear from:



Constance S. Barker
Commissioner
U.S. EEOC



James G. Paulsen
Regional Director
NLRB, Region 29



Karen P. Fernbach
Regional Director
NLRB, Region 2

Here are just some of the agencies, companies and firms already participating

EEOC	CNA	XL Insurance	Lipson, Nielson, Cole, Seltzer & Garin, P.C.
NLRB	Euclid Specialty Managers	Zurich	Paduano & Weintraub LLP
Wake Forest University Baptist Medical Center	USLI	Marsh USA, Inc	Mounce, Green, Myers, Safi, Paxson & Galatza, P.C.
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Bank of America	Aon	Starr, Butler, Alexopoulos & Stoner, PLLC	Seyfarth Shaw LLP
Willis	Socius Insurance Services	Gordon & Rees LLP	Goldberg Segalla

Be a part of the *nation's leading EPLI forum*. ACI's 23rd installment is returning to NYC for its summer installment with speakers from all over the nation to ensure you are prepared to manage and defend against the increasing number of EPLI claims being filed.

The program has been revamped and updated to include enhanced industry perspectives, and account for new developments, strategies and industry trends. Claims professionals, underwriters, risk managers, in-house counsel, and outside counsel must thoroughly understand the ever changing EPLI market with new coverage options, ways to reduce costs of defending against and settling EPLI claims, and how to minimize exposure to risk.

Sessions for this summer include:

- Trends in the EPLI marketplace given new sources of claims including systemic discrimination cases, agency-initiated class action-type cases, and coordination among federal offices pursuing investigations and litigation against employers
- Recent case law regarding coverage underlying workplace class actions and EPL, EEOC pattern and practice claims, and court review of EEOC conciliation efforts
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- NLRB's continued scrutiny over employers' practices that "chill" concerted activity
- Current trends in workplace harassment: bullying, religious discrimination, and third-party discrimination
- Retaliation and whistleblowing claims in today's workplace culture: EPLI coverage given the expanded scope of anti-retaliation provisions
- Triangular relationship of insurers, insureds, and defense counsel: minimizing ethical issues; conflicts that require intervention with regard to how the claim is defended, coverage issues and late reporting of claim; cost effective ways to work together; evaluating an EPL case for settlement consideration & best practices for efficiently resolving an EPL claim
- Background checks, criminal history checks, and credit checks and impact on EPLI
- Legalized marijuana, medical marijuana, and bringing concealed weapons into the workplace: the implications for employers and coverage
- Examining the nuances of joint employer cases, NLRB guidance on where the liability falls, and beyond

This event will fill up quickly, so register now by calling 1-888-224-2480, faxing your registration form to 1-877-927-1563 or registering online at www.AmericanConference.com/EPLI.

WHO YOU WILL MEET

In-House EPL Professionals, including:

- Underwriters
- Claims Counsel
- Employment Counsel
- Brokers
- Product Managers
- Risk Managers
- Human Resource Managers

Private Practice Attorneys Specializing in:

- Labor and Employment
- Insurance
- Employment Discrimination
- Class Actions

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Day One: Monday, July 27, 2015

7:15 Registration & Continental Breakfast

8:00 Co-Chairs' Welcoming Remarks



Mercedes Colwin
Managing Partner, New York Offices
Gordon & Rees LLP



Patrick H. Hicks
Shareholder
Littler Mendelson P.C.

8:05 Views from the Brokers and Carriers on Claim Trends, New Products Entering into the Market, and Underwriting Considerations

Brokers/Carriers Part I – 8:05

Steven Boughal
Senior Vice President
Hartford Insurance Company

R. Damian Brew
Managing Director/FINPRO
Marsh USA, Inc.

Chris Lavelle
AVP/EPL Product Leader
Underwriter, Professional Lines
USLI

Courtney Covici
Senior Claims Analyst
Allied World Assurance Company

Daniel Aronowitz
Managing Principal
Euclid Specialty Managers

Carolyn Leder
Assistant Vice President | Management Liability Claims
Aspen Insurance

Brokers/Carriers Part II – 9:20

Christopher McNulty
Senior Vice President
Hiscox

Temperance Walker, JD
Manager, Specialty Claims
The Hanover Insurance Group

Brian Weiss
Vice President
FINEX North America
Willis

William Fahey
Senior Vice President
Zurich

Raymond Cashman, Esq., CPCU
Director, Claims Department
Freedom Specialty Insurance Company,
a Nationwide Company

Laura Zaroski, J.D.
V.P. Management & Employment Practices Liability
Socius Insurance Services, Inc.

Moderator for Panel I and II:

Mercedes Colwin
Managing Partner, New York Offices
Gordon & Rees, LLP

- Identifying emerging opportunities; Identifying and acquiring new business opportunities; Working with brokers to acquire new business; Looking at new and cutting edge coverage and premiums; Status check on rate
- How brokers approaching the market: view from the brokers on what clients are most concerned about
- Bringing new products to market: Identifying coverage gaps in the market; Underwriting concerns; Claims considerations
- Current exclusions
- Trends and potential vulnerabilities: New tactics for managing EPLI
- Claims trends: Types of claims; Industries with the most claims
- Late claim reporting
- Duty to defend policies
- Consent to settle clauses and settlement roadblocks
- Underwriting considerations as they relate to claims trends and market conditions
- How carriers are responding to the increased number of EPL claims being filed
- Foreign claims: Insuring US companies with foreign locations; insuring domestic companies with foreign origins; Which carriers have these policies and what is being covered
- What is the market offering now?

10:35 Morning Break

10:45 The Clients' Perspective: Views From In-House Labor and Employment Counsel on Current Trends in the EPLI Marketplace and Current Drivers That Are Underlying the Purchase Of Coverage

Nicole A. Groves
Employment Counsel
Advance Auto Parts

Beth Mabe Gianopoulos, JD
Counsel
Wake Forest University Baptist Medical Center

Kevin G. Chapman
Assistant General Counsel
Dow Jones & Company

John W. Hamlin, Esq.
Chief Employment Counsel
Marsh & McLennan Companies, Inc.

Philip Weis
Director, Senior Employment Counsel
Boehringer Ingelheim Pharmaceuticals, Inc.

Sharon C. Zehe
Legal Counsel
Mayo Clinic

Michael J. Ranallo
Vice President, General Counsel & Secretary
Bridgestone Retail Operations, LLC

Shalanda Ballard
Labor and Employment Counsel
3M Office of General Counsel

Amy Littman
Counsel
Bank of America

Moderator

Patrick Hicks
Shareholder
Littler Mendelson, P.C.

- When is coverage needed?
- Avoiding law suits by minimizing claims: Early resolution strategies
- Negotiating settlements with multiple defendants and claims
- Best practices for controlling the cost of the defense of claims: Payouts; Alternative fee arrangements; Implementing internal cost-reduction procedures; Reducing the costs associated with the use of defense counsel; Considerations when selecting and using defense counsel

12:15 **Networking Lunch for Speakers and Delegates**

1:15 **Updates on Case Law Including U.S. Supreme Court Cases; Rise of EEOC Pattern and Practice Claims; Continued NLRB Scrutiny; EEOC's Good Faith Conciliation Efforts, and More**

Reshma Khanna
Senior Claims Examiner
Markel – Claims

Ricki E. Roer
Partner, Chair of National Employment and Labor Team
Wilson Elser

Mary E. Pivec
Partner
Ford & Harrison LLP

Gerald L. Maatman, Jr.
Partner
Seyfarth Shaw LLP

- Review of U.S. Supreme Court rulings
 - *Noel v. Canning*: President Obama's recess appointments
 - *Hobby Lobby*: Violations of the Religious Freedom Restoration Act
 - Supreme Court review of whether employers can challenge the EEOC's good faith in undergoing pre-litigation conciliation
 - *Mach Mining*: EEOC's good faith conciliation efforts
 - *Abercrombie*
- Legislation introduced regarding fair pay
 - Equal workforce
 - Burden of proof on employer for lack of equality
 - How it impacts American businesses and their competitiveness

- Federal and state legislation affecting EPLI claims: Federal Guidance Following Windsor; Disability and Veteran Regulations; Immigration Overhaul; Employment Nondiscrimination Act; Family Medical Leave Inclusion Act; Working Families Flexibility Act; Paycheck Fairness Act; Social Networking Online Protection Act (SNOA) ; Federal Right to Work Act; Federal Arbitration Fairness Act and more
- Assessing new EEOC, DOL, NLRB trends and how they impact EPLI and employers: new charges and lawsuits; key issues on the EEOC/DOL/NLRB's current/future radar screen; Strategic Enforcement Plan and related issues (Quality Control Plan)
 - Rise of EEOC Pattern and Practices Claim
- The NLRB's Continued Efforts in the Non-Union Workplace
- Collaborative efforts by EEOC, NLRB and DOL: What can employers do to prepare for increased coordination amongst the different agencies?
- What are the most important things to remember when defending claims through the EEOC, DOL, NLRB and state agencies?

2:30

Wage and Hour and EPLI: Assessing the Market on Wage and Hour Coverage Needs; the Latest Claims Involving Independent Contractors, Overtime, Off-the-Clock and Minimum Wage and How to Mitigate Exposure; DOL's Initiatives on Exemptions, and Beyond

Matthew Irvine
Chief Underwriting Officer
XL Insurance

Richard L. Steer
Partner
Tarter Krinsky & Drogin LLP

Thomas P. Hams, Esq.
Managing Director, National EPLI Practice Leader
Aon

- Claims of failure to pay overtime
 - Misclassification of overtime employees
 - status of employee as exempt/non exempt for overtime
 - Specific tests by the DOL to determine whether employees should be exempt from overtime; DOL's initiatives on exemptions
 - Caregiver status (in home care v. institutional care); EEOC guidance on caregivers
- Minimum wage
 - Issues related to properly paying tips in the restaurant industry; Improper tips pooling; working off the clock without getting paid; states that prohibit tip pooling
 - Minimum wage for federal contractors
- Off the clock cases
 - Employees being told they can't be paid overtime; falsified time sheets; time clock that rounds one way
- Class action claims
- Raising minimum wage: Adjusting internal policies for higher minimum wage
- Underwriting for wage and hour coverage
 - Scope of coverage
 - Defense-only sublimits
 - Indemnity coverage
 - Coverage limits
 - Claim types: overtime, misclassification, exempt status
- Assessing the costs and benefits of available wage and hour coverage
- Leased employees, temporary staffed employees, independent contractors and PEO (professional employee organization)
 - Drafting indemnification agreements
 - What is covered/not covered in the EPLI policy
- How and why franchisors are responsible for wage and hour issues

- Reviewing recent California Supreme Court decision regarding independent contractors
 - EPLI issues that can arise involving independent contractors
 - Class action claims involving student interns and employers' failure to pay minimum wage and overtime
- Reviewing the mixed results in class action suits
- Lawsuits involving FLSA (Fair Labor Standards Act)

3:30

Pregnancy Discrimination Claims and the Intersection of the ADA/FMLA; Providing Accommodations; Pregnancy Complications as a Disability; Recent Guidelines by the EEOC on Pregnancy Discrimination; and Assessing the Impact of *Young v. UPS*

Kim Bush, Esq.
Senior Claims Analyst
Allied World Assurance Company

Theresa Smith Lloyd
Partner
Plunkett Cooney, P.C.

Michael W. Hawkins
Partner
Dinsmore & Shohl LLP

David Rocklin
Assistant Vice President
Supervisor, EPL Claims
Chubb & Son Inc.

- Examining pregnancy discrimination claims
 - Being sick at work
 - How miscarriages are being blamed for failure to accommodate work from home or time off
 - Performing regular work duties; traveling
 - Coming back to work after the birth of the baby
 - Claims women were forced out of work
- New York's law providing for accommodations for pregnant women
 - What are the laws in other jurisdictions?
- ADA and its definition of pregnancy as a disability
 - Complications from pregnancy
- Recent guidelines by the EEOC on pregnancy discrimination
 - Employers' responsibilities under the Pregnancy Discrimination Act and the ADA
 - How pregnancy discrimination is prohibited similar to sex discrimination
- Reviewing *Young v. UPS*
 - Drafting a pregnancy neutral policy; employees injured on the job; not conditioning accommodation leave on pregnancy
- Extending pregnancy benefits to fathers

4:30

Afternoon Break

4:35

The Bermuda Triangle of the ADA, FMLA, and Workers Compensation in the EPLI Realm: Understanding the Complexities, Creating Solutions, and Reducing Claims

Dean Falavolito
Partner
Margolis Edelstein

Meredith Cavallaro
Partner
Paduano & Weintraub LLP

Nicole A. Bernabo
Corporate Labor and Employment Counsel
iCare Management, LLC

- Understanding the assumption in favor of a disability
 - How far will the definition reach
- Ongoing hurdles relating to ADA amendments
- The EEOC's continued efforts on ADA litigation
- Reasonable accommodation and engaging in an interactive, deliberative process regarding accommodations and document same
 - Determining whether or not an employee has a disability and the duty to provide reasonable accommodation
 - EEOC's expanding view of a reasonable accommodation
 - Assessing the EEOC case with Ford Motor Co. and telecommuting/reasonable accommodations
 - Hurdles in accommodating mental disabilities
 - Train employees regarding FMLA leave and accommodation requirements
- Obtain early advice of counsel or other knowledgeable professionals when these issues first arise
- Handle these issues on a case-by-case basis
- Third party facility claims being made against restaurants/hotels etc. under the new amendments
- Ensure confidentiality of employee medical issues and records
- Understanding the complexities and intersection of the FMLA, ADA, and Workers Compensation

5:25

Legalized Marijuana, Medical Marijuana, and Bringing Concealed Weapons Into the Workplace

Laura R. Lapidus, Esq.
Management Liability Risk Control Director
CNA

Joseph A. Starr
Partner
Starr, Butler, Alexopoulos & Stoner, PLLC

- States that legalized marijuana use for medical purposes; what are the ramifications?
- Bringing guns into the workplace; Employees' right to bring concealed weapons to work
 - Challenging company policy on 2nd Amendment grounds; Altering existing policies and practices in response
 - Creating a safe workplace; promoting safety
- Examining companies that have zero tolerance for drug use
- Identifying the main sources of employer liability arising from each

6:15

Conference Adjourns

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Wendy Tyler
Director of Sales, American Conference Institute
Tel: 212-352-3220 x5242
w.tyler@AmericanConference.com

7:30 Continental Breakfast

8:00 **Keynote Address**



Constance S. Barker
Commissioner
U.S. Equal Employment Opportunity Commission

The U.S. Equal Employment Opportunity Commission shows no signs of letting up on its aggressive agenda. From systemic discrimination cases, to agency-initiated class action-type cases, to coordination among offices to pursue systemic investigations and litigation against employers, **employers are left wondering what will be next.** Commissioner Barker will share her candid views on the EEOC's recent actions and its future direction. She will also discuss the top compliance issues she believes employers should be aware for the fall of 2015 and start of 2016.

Introduction and Q&A Moderated By:

Gerald L. Maatman, Jr.
Partner
Seyfarth Shaw LLP

8:50 **Current Trends in Workplace Harassment and How to Reduce Exposure: Bullying, Religious Discrimination, and Third-Party Discrimination**

Mark D. Dore
Shareholder
Mounce, Green, Myers, Safi, Paxson & Galatzan, P.C.

Elizabeth Pryor Johnson
Shareholder
Fowler White Burnett, P.A.

Gail L. Gottehrer
Partner
Axinn, Veltrop & Harkrider LLP

Sarah Colleen Courtman
Partner
Kissel Hirsch & Wilmer LLP

- Assessing whether sexual harassment claims are covered under standard EPLI policy; Special riders
- Other types of claims
 - o Defamation, invasion of privacy, intentional infliction of emotional distress, tortious interference
- Workplace bullying
 - o The parameters of the law, best practices, knowing how to avoid potential liability for acts or failures to act, and drafting effective policies
 - o State governments proposing/passing legislation addressing workplace bullying
- Lesbian, gay, transgender causes of action pursued under Title VII
- Religious discrimination
 - o Companies perceived failure to provide reasonable accommodations (prayer; foot washing stations for Muslims, religious dress, tattoos, etc)
 - o Examining the *Abercrombie* case
- Vendors, customers, and other third parties sexually harassing an employee
 - o Protecting employees from third parties who do business or interact with employees

10:00 Morning Break

10:10 **Background Checks, Criminal History Checks, and Credit Checks and Their Impact on EPLI**

Clinton J. Wesolik
Senior Claim Counsel
Bond & Specialty Insurance, Travelers

Lisa S. Shrewsberry
Partner
Traub Lieberman Straus & Shrewsberry LLP

Dove A.E. Burns, Esq.
Partner
Goldberg Segalla

Rachel L. Freedman, Esq.
Claim Consulting Director
Employment Practices Liability Claims
CNA Specialty Lines

- EEOC partnering with the FTC and cracking down on employer engaging in unlawful background checks
 - o Credit checks
 - o Consumer background checks
 - o EEOC examining employers' use of criminal backgrounds under Title VII; statistical disparate impact on certain individuals (hiring certain group of people versus other people)
- State laws that regulate background checks
- Violations of the Fair Credit Reporting Act
- Reviewing the *BMW* case on background checks
- Examining the *Freeman* case

11:10 **Retaliation and Whistleblowing Claims: Underwriting Coverage, Managing Risks Through Employment Policies, Reporting Processes for Employee Complaints & Internal Investigations, Litigating Retaliation Lawsuits, and Reporting Safety Violations to the NLRB and OSHA**

David W. Long-Daniels
Shareholder; Chair, Atlanta Labor & Employment Practice Co-Chair, Global Labor & Employment Practice
Greenberg Traurig LLP

Joel R. Hlavaty
Frantz Ward LLP

Linda G. Burwell
President
National Employment Counsel, PLLC

- Implementing risk management techniques, including:
 - o Up-to-Date, Accurate and Comprehensive Employment policies
 - o developing and implementing an effective anti-retaliation policy
 - o monitoring supervisors for adverse actions following an employee complaint
 - o implementing a reporting process for unlawful retaliation
 - o resolving employee complaints fairly and confidentially
 - o when and how to conduct an internal investigation
 - o evaluating adverse employment decisions before they are implemented
- Supreme Court's expansion of who can be subject to retaliation: third party retaliation or 'cat's paw theory'
- Effect of *University of Texas Southwestern Medical Center v. Nassar*
- 3rd party claims of retaliation
- Overcoming jury sympathy for employees and bias towards employers in retaliation cases
- Preventing and minimizing punitive damages in retaliation cases
- Interpreting "adverse action": How broad is it?
- Distinguishing between legitimate claims and disgruntled employees
- Underwriting coverage in light of recent case law developments
- Insurability of punitive damages in retaliation claims

- FMLA and retaliation claims
- Countering the usage of discrimination and whistleblower claims as precursors to retaliation claims
- Preserving right to attorney's fees under 42 U.S.C. § 1988
- Improving the likelihood of succeeding at dismissal, summary judgment and trial
- Reporting safety violations to NLRB and OSHA
 - Statement of policies agreement between the NLRB and OSHA allowing an employee to report safety violations to the NLRB

12:10 **Impact of Social Media in the Workplace and the NLRB's Continued Scrutiny Over Employers' Practices and Policies**

Karen P. Fernbach
Regional Director, Manhattan Regional Office
NLRB, Region 2

James G. Paulsen
Regional Director, Brooklyn Regional Office
NLRB, Region 29

Starr M. Kincaid
Partner
Lipson, Neilson, Cole, Seltzer & Garin, P.C.

- EPLI coverage as it relates to the use of social media by employers and employees
- Given that information seen on social media cannot be "unlearned," how does an employer protect itself from a discrimination claim that a hiring/firing decision was based on protected characteristic
- Legislation designed to protect employees from their employers' "intrusion" into what is already in the public realm, and the disputes that arise from it
- EEOC policies regarding social media
- NLRB guidance on social media: how non-union employers can find themselves in the middle of the Board's processes on a retaliation claim for matters for terminating an employee for complaints made on social media
- Current state of the ever-changing NLRB and court rulings on what is and is not permissible in the social media context: best practices and policies
- How social media impacts the workplace from a wage and hour perspective
- Corporate policies on the use of social media
- How is social media affecting the hiring process
 - Limitations on the use of background checks
- Lessons learned from use of social media in the workplace
- Pitfalls to avoid when using social media to screen potential and current employees
 - Minimizing exposure to potential privacy and discrimination claims
 - Best practices regarding accessing information that would otherwise not be readily available to an employer
- Using social media as evidence
- Determining whether and when to use information obtained from social media sources to make employment decisions
- Assessing the potential for employer liability arising from employee use of social media, both on and off of corporate time
- Implementing policies and procedures to prevent employee misuse of social media
 - Responding to employee misconduct
- Privacy concerns that can arise from employer and employee use of social media
- Managing and defending against claims arising from the use of social media

1:10 **Networking Lunch for Speakers and Delegates**

2:10 **Understanding the Nuances of Joint Employer Cases, NLRB Guidance on Where the Liability Falls, and Beyond**

Joan M. Gilbride
Managing Partner
Kaufman Borgeest & Ryan LLP

Andrew S. Naylor
Partner
Waller Lansden Dortch & Davis, LLP

James Plunkett
Director, Labor Law Policy
U.S. Chamber of Commerce

- Reviewing the NLRB's decision in the *MacDonald* and *Browning-Ferris* cases
- Determining whether franchisors and franchisees are considered joint employers
- Examining the California Supreme Court *Domino* sexual harassment case

3:00



The Triangular Relationship of Carriers, Insureds, and Defense Counsel: Defending an EPL Claim, Litigation Guidelines and Billing, Settlement and Agendas, Coverage Issues, Cost Effective Ways to Work Together, Minimizing Ethical Issues, and More

Thomas Lookstein
Claims Manager
Starr Adjustment Services, Inc. – A Member of Starr Companies

Claudia A. Costa
Special Counsel
Marshall Dennehey Warner Coleman & Goggin

Philip R. Voluck, Esq.
Managing Partner - Pennsylvania Office
Kaufman Dolowich & Voluck LLP

John E. DeLascio
Partner
Meckler Bulger Tilson Marick & Pearson LLP

- How does this relationship play out and what issues to watch out for
- Tips for getting on insurers' panel of defense counsel
- Cost effective ways to work together
- Balancing representation of handling a case and coverage limits with how much money is spent on the defense
- Ethical issues that can arise when an employee treats the company's attorneys as his or her own attorneys
 - Ensuring that employees understand your obligations to the company
- Communication with plaintiffs and company employees
 - what's appropriate and what's not?
- Ethical considerations for corporate counsel, defense counsel, and carrier claims counsel relating to the defense and settlement of covered claims
 - Potential conflicts of interest
 - Resolving contentious issues
- Coordinating the defense with the insured and the carrier
- Gaining a deeper understanding of the motives and interests of both insureds and carriers when they are faced with an EPL claim
- Carrier perspectives on working with insureds to better manage claims
- Carrier expectations as they relate to the defense of a claim and the role of in-house and outside counsel
- Carrier perspective on settlement of claims and how it may differ from the insured's perspective
- How carriers, insureds, and defense counsel can best work together to manage and defend against class actions

4:00

Conference Ends

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