



# C CORPORATE COUNSEL 2017 SEMINAR SERIES

PRESENTED BY **ca-des · schutte**  
A LIMITED LIABILITY LAW PARTNERSHIP

Presented exclusively for in-house counsel and designed to provide the latest developments and practical advice on topics in a wide range of areas.

**THERE IS NO COST TO ATTEND  
THIS SEMINAR SERIES.**

**COMPLIMENTARY LUNCH  
PROVIDED. COCKTAIL RECEPTION  
TO FOLLOW SEMINAR.**

**MARCH 7, 2017**

**DOWNTOWN HONOLULU**

Cades Schutte Building  
1000 Bishop Street  
Suite 1200  
Honolulu, Hawai'i 96813

**Register Today!**

Email [rsvp@ca-des.com](mailto:rsvp@ca-des.com) to register before  
March 2 2017. **Seating is limited.**

This series has been approved by the Hawai'i State Bar Association for 4.0 Professional  
Responsibility CLE Credit Hours.

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## Agenda

<b>12:00pm - 12:15pm</b>	Seminar check-in
<b>12:15pm - 1:15pm</b>	Session One
<b>1:15pm - 2:15pm</b>	Session Two
<b>2:15pm - 2:30pm</b>	Break
<b>2:30pm - 3:30pm</b>	Session Three
<b>3:30pm - 4:30pm</b>	Session Four
<b>4:30pm - 5:30pm</b>	Cocktail Reception

Cades is dedicated to providing sophisticated legal services and achieving exceptional solutions for our clients. To further this pledge, we've launched our **2017 CORPORATE COUNSEL SEMINAR SERIES**.

This educational series offers a collaborative environment, in which in-house and outside counsel can catch up on issues of common concern to attorneys charged with protecting their company's interests.

Pulling across our five fluid departments, the individual sessions offer in-house counsel a 360° approach to some of today's most complex and controversial topics. Designed to be interactive and dynamic, they provide a forum for in-house corporate counsel to converse candidly with some of Hawai'i's most in-demand attorneys.

### Session One

#### LOOKING AHEAD:

#### WHAT CAN EMPLOYERS EXPECT IN 2017?

Presenters: Amanda M. Jones & Paul M. Saito

### Session Two

#### TAX PLANNING FOR 2017 & BEYOND

Presenters: Trever K. Asam & Chris S. Mashiba

### Session Three

#### UP IN SMOKE: MEDICAL MARIJUANA USE IN THE WORKPLACE

Presenter: David F.E. Banks

### Session Four

#### INSTA-WHAT? A CLOSER LOOK AT CORPORATE SOCIAL MEDIA COMMUNICATIONS

Presenter: Elijah Yip

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## Session One

### LOOKING AHEAD:

#### WHAT CAN EMPLOYERS EXPECT IN 2017?

Presenters: Amanda M. Jones & Paul M. Saito

The new President and the now Republican-controlled Congress are expected to make significant changes to the laws affecting employers and employees. We'll look at what changes have already been made or announced and what employers can expect on the federal level in the coming year. We'll then go local and examine hot employment topics during the 2017 Hawai'i legislative session, including paid sick leave, minimum wage increased to a "living wage," expanding Hawai'i family leave to include an employee's siblings, and limitations on employers' use of information obtained from an applicant or employee's social media account.

#### Key Discussion Points:

- Break down of the significant changes
- Explanation of how they affect Hawai'i
- Explain what steps you should take now if you haven't already
- Review how 2017 Hawai'i legislative session affects employers

## Session Two

### TAX PLANNING FOR 2017 & BEYOND

Presenters: Trevor K. Asam & Chris S. Mashiba

Successful corporate counsel are not just expected to be superb lawyers, but astute business partners and tax planners as well. This panel will aid you in understanding the complex issues that arise when navigating Hawai'i's unique tax code. Also, with a new administration just getting started in Washington, this presentation will focus on proposed and contemplated changes to the federal tax landscape, immediate implications for businesses, and vital strategies for moving forward in a period of uncertainty.

#### Key Discussion Points:

- Federal tax update
- Review of what's changed so far, and what it means for Hawai'i
- FATCA (Foreign Account Tax Compliance Act) Update
- Planning strategies for Q2- Q4 and beyond

## Session Three

### UP IN SMOKE:

#### MEDICAL MARIJUANA USE IN THE WORKPLACE

Presenter: David F.E. Banks

Companies have a legitimate right to ensure that their employees are not impaired by alcohol or drugs at work for safety reasons. But, medical marijuana has arrived in the Aloha State, complicating an already difficult area of employment law. This seminar highlights why in-house counsel should carefully review their policies, procedures, and employee handbooks to ensure that they do not violate any statutory employment protection provisions while striving to keep their employees, clients and customers safe.

#### Key Discussion Points:

- A zero tolerance drug policy must be revised to address employees who hold medical marijuana cards.
- Employment policies need to address reasonable business purposes for refusing to accommodate medical marijuana use
- Applying ADA principles safely and legally

## Session Four

### INSTA-WHAT? A CLOSER LOOK AT CORPORATE SOCIAL MEDIA COMMUNICATIONS

Presenter: Elijah Yip

In light of the explosion of social media and its influence on the business world, corporations are increasingly faced with issues arising from social media. Both corporate counsel and outside counsel need to understand this evolving area of the law and be prepared to deal with the often challenging issues involved. Discussion includes common social media issues facing corporations and strategies for dealing with them.

#### Key Discussion Points:

- The importance of Social Media Policies
- Communicating with clients
- "Messaging" clients using unencrypted social media sites
- Communicating in the corporate setting
- Legal vs. business advice; Preserving privilege
- Communicating with adversaries

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## DAVID F.E. BANKS

Partner

David F.E. Banks is chair of the Corporate Department and the Employment Law and Labor Relations Group. His employment law practice focuses on preventative counseling, strategic planning, legal compliance, labor and employment issues in M&A transactions, reductions in force, and assisting clients with drafting employment-related agreements, manuals, policies and procedures.



## AMANDA M. JONES

Partner

Amanda M. Jones is a litigation partner, concentrating her practice on civil trial and appellate cases, administrative proceedings, alternative dispute resolution, and compliance and risk management counseling. A substantial portion of her practice is devoted to representing employers in administrative proceedings and litigation and advising management on employment matters.



## PAUL M. SAITO

Partner

Paul M. Saito advises employers on wage and hour compliance and has represented numerous employers in wage and hour investigations. He is actively involved in counseling and educating business owners and managers on employment law through the Chamber of Commerce of Hawai'i, the Society for Human Resource Management certification programs, and the University of Hawai'i's Outreach College.



## TREVER K. ASAM

Partner

Trever K. Asam is a tax partner, where his main areas of focus are on tax controversies and the resolution of state and federal tax disputes at all administrative levels and in the courts. He also represents and advises tax-exempt organizations on issues including tax exemption, unrelated business income, and the use of subsidiary organizations and joint ventures.



## CHRIS S. MASHIBA

Partner

Chris S. Mashiba is chair of the tax department. His practice is concentrated in the areas of federal and state tax planning for businesses and individuals and resolving federal and state tax audits.



## ELIJAH YIP

Partner

Elijah Yip is a litigation partner practicing in the areas of commercial and business litigation and arbitration; Internet and information technology (IT) law; and media and First Amendment rights. He also advises on environmental and health law issues. With his IT expertise, Mr. Yip is well-positioned to advise clients on loss prevention, and litigation if necessary, involving issues relating to information privacy, data security, trade secret protection, and improper social media use.