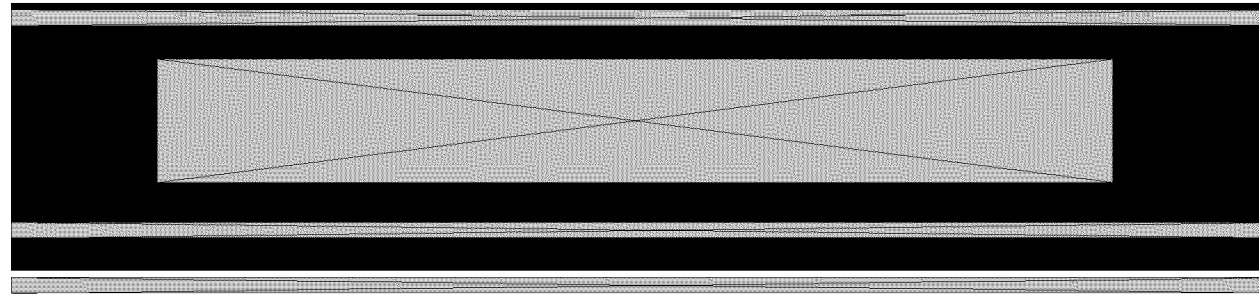


To: Dravis, Samantha[dravis.samantha@epa.gov]
From: CommercialLawWebAdvisor
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Subject: New and Proven Webinars for Continuing Education. Register Today!



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COMING SOON—A SERIES ON CONTRACT DRAFTING!
Keys to Successful Contract Drafting: Four-Session Series on Crafting an Agreement That Protects Your Interests Now and When Something Goes Wrong

NEXT WEEK!
Indemnifications: Problems and Pitfalls, Advantages and Solutions

NEXT WEEK!
Independent Contractor or Full-Time Employee Classification: DOL & IRS Requirements, FLSA Rules for Using Unpaid Interns, and the Withdrawal of the DOL Administrator's Interpretation on Misclassification

Background Checks, References, and Pre-Employment Testing: New Legal Pitfalls for Employers

November 21, 2017 @ 1 PM (ET)

The failure of employers to adequately check or test the background of applicants can result in harm and liability for negligent hiring and reckless endangerment. BUT the "victims" of improper background investigations also have legal challenges. Please join us as we explain an employer's need for secure and effective hiring while avoiding improper practices. We will review the key points relating to: negligent hiring, criminal background checks, reference checks, pre-employment testing, the Fair Credit Reporting Act, the ADA, Title VII discrimination, honesty, "right fit" and personality traits testing.

The Foundation of Contract Drafting: The Devil Is in the Details

November 28, 2017 @ 1 PM (ET)

Experienced attorneys know that a well-drafted contract can serve to define the parties' relationship in an agreement in order to avoid conflicts down the road and as the vehicle for conflict resolution when things go south. Ambiguities, omissions and inconsistencies can doom the relationship and complicate any subsequent conflicts. Please join us as we discuss the core principles that should appear in any well-drafted contract to help ensure that the parties' relationship on paper is well-defined and includes the proper safeguards to protect your client's interests.

Raising Capital, Finding Investors, Crowdfunding, and Crowdsourcing: Issues When Seeking Money to Grow the Business

November 29, 2017 @ 1 PM (ET)

Often, businesses face the need to raise capital or find investors to facilitate business growth. It isn't as simple as just taking money from a willing investor, however. Adding investors to your business can raise all sorts of challenges, from its impact on the existing ownership structure of the business to complying with securities laws and reporting obligations. This webinar offers insights into the various ways to raise capital, as well as the legal issues that every counsel should understand to help the company choose the best course of action.

Employee Handbook Update: Important Revisions to Ensure Legal Compliance and Avoid Liability

November 29, 2017 @ 1 PM (ET)

All employers should have well-drafted employee handbooks to communicate policies and procedures that apply to the workplace. Too often, however, those handbooks are not reviewed or updated regularly despite rapid changes to the legal landscape when it comes to employment and labor issues. This webinar will help you better understand important protections that your employee handbook needs to contain to best protect you, and what recent legal issues require revisions.

DECEMBER WEBINARS NOW AVAILABLE!

Beyond the Basics of Contract Drafting: Exploring the More Complex Details

December 5, 2017 @ 1 PM (ET)

While there are many common terms and themes that appear in contracts, each agreement has its own distinctive characteristics specific to the company and the particulars of the deal. Those unique issues often require nuanced contract drafting to ensure they are accurately captured in the agreement. Please join us as we discuss some of the more complex issues drafters face when crafting a contract, helping you avoid potential ambiguities that could derail a deal or lead to costly dispute resolution.

How to Read an Insurance Policy: Understanding Your Coverage Before a Loss Occurs

December 5, 2017 @ 1 PM (ET)

You make great investments in training, support and developing an employee and then that person leaves and uses all of that special knowledge to take your customers and business secrets to a competitor. How can you protect your company's interests before that scenario takes place? Can you use a Non-Compete/Non-Solicitation

Agreement to limit the damage? Yes, if you know how to draft one that is enforceable. Please join us as we examine the key considerations for requiring that employees sign a non-compete agreement, factors that will impact whether an agreement can be enforced, and alternatives to a non-compete agreement that should be considered.

Protecting Your Intellectual Property: Proactive and Defensive Strategies for the In-House Counsel to Safeguard Assets

December 6, 2017 @ 1 PM (ET)

Every business wants to protect its intellectual property from competitors, counterfeiters, and others. However, the world of copyrights, patents, and trademarks can be confusing for those who may be unfamiliar with the intricacies of each type of IP protection. Understanding how to leverage the correct type of intellectual property protection to safeguard your company's ideas, concepts and products is paramount for the in-house counsel to protect company assets, while a knowledge of IP is essential should the company have to defend its rights during the lifespan of the business. This webinar covers the basics of intellectual property that every in-house counsel should know so that he or she is prepared in the likely event that an IP issue arises.

How to Conduct a Workplace Investigation: Reduce Employer Risks

December 6, 2017 @ 1 PM (ET)

The normal disciplinary process requires an employer to conduct a fair and thorough investigation before disciplining an employee. How the investigation is conducted often becomes the object of legal challenge and possible personal liability for the investigator. Further, the NLRB's recent confidentiality rules represent an additional requirement which employers must now add to their list of the do's and don'ts they need to be aware of when conducting an investigation. Please join us as we take you through the steps for conducting a thorough and lawful workplace investigation that helps you to decide if a disciplinary action is even warranted.

The Attorney-Client Privilege: Beyond the Basics

December 12, 2017 @ 1 PM (ET)

While the attorney-client privilege is one of the most recognizable legal doctrines in the United States, its scope, applicability and limitations often go unappreciated. Likewise, there are a number of myths related to the privilege on which many attorneys misguidedly rely every day. What communications actually are privileged? Who is the "client" when a business entity is involved? What special considerations are there if the attorney is in-house counsel? When will a third-party's presence destroy or not destroy the privilege? What happens to the privilege if a company is sold? Join us for a fast-paced discussion of the attorney-client privilege that will go well beyond the basics.

Contract Supplements: Attachments, Exhibits, Cross References and Incorporations

December 12, 2017 @ 1PM (ET)

Please join us as we thoroughly discuss the various types of supplemental documents that add clarity to your contract, when and how to incorporate them to support your agreement, and what happens in situations that call for a supplemental document relevant to the deal that is not included. We will also cover implied incorporation, including federal, state and local laws and regulations; third party beneficiaries; and common law considerations.

Corporate Governance and Interacting with the Board: The Financial Officer's Role in Decision-Making

December 13, 2017 @ 1 PM (ET)

Executives and the board of directors frequently look to the financial officer for advice to keep them (and the business) out of trouble. As such, the financial officer role has become more and more entrenched in the corporate decision-making process. Financial officers need to understand how to work with the board effectively, balancing their legal and business obligations to the company. Please join us as we examine the important relationship between the corporate board and the financial officer and provide strategies to ensure a successful partnership.

Psychiatric Disabilities: How to Accommodate & Reduce Employer Risk and Liability

December 13, 2017 @ 1 PM (ET)

Do you know: what qualifies as a psychiatric disability ... how an employee's psychiatric disability is determined ... what types of accommodation an employer is required to make ... which regulations, in addition to Americans with Disabilities Act, determine the employer's response? Let us take you step-by-step through what you should consider -- from certifying an employee as having a psychiatric disability and required employer accommodations, all the way to the additional regulations which an employer should be concerned with as well.

When the Contract Compass Points South: Dispute Resolution, Renegotiation, and Contract Interpretation

December 19, 2017 @ 1 PM (ET)

Despite our best efforts and intentions, contracts sometimes result in disputes rather than commercial success stories. From interpretation of the terms of the deal to disagreements over whether one party adequately performed, the parties will need to find a way to resolve their dispute. Please join us as we examine the various methods of resolving contract-related disputes, the benefits and drawbacks of different strategies, and what role contract interpretation plays in the decision-making process.

Hiring Employees in Canada or Mexico? Employment and Labor Law Issues You Need to Know

December 20, 2017 @ 1 PM (ET)

Despite their geographic proximity to the United States, Canada and Mexico have employment and labor laws that differ materially from those of the United States, with many more laws that protect the employment, compensation, separation and data privacy rights of employees. Please join us as we focus on many of the employment and labor laws of Canada and Mexico that U.S. and other multi-national employers interested in hiring employees in Canada and/or Mexico, or placing employees in either country, should understand in order to best comply with the laws and leverage their business opportunities.

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To: Dravis, Samantha[dravis.samantha@epa.gov]
From: EPA Press Office
Sent: Tue 10/31/2017 9:19:00 PM
Subject: CBS: Exxon And EPA Agree To A Major Pollution Settlement

CBS NEWS

Exxon And EPA Agree To A Major Pollution Settlement

NOTE: Patrick Traylor, a former energy industry lawyer hired by new EPA Administrator Scott Pruitt, said the settlements show that the Trump administration will enforce environmental laws "with prudence and with excellence." Traylor said the deals bring "two very well-respected companies" back into compliance with environmental laws. "Now they can continue their work of driving economic growth," he said.

Exxon And EPA Agree To A Major Pollution Settlement

CBS News

October 31, 2017

<https://www.cbsnews.com/news/exxon-epa-settle-pollution-case/>

Exxon Mobil (XOM) settled air pollution violations with the Trump administration by paying a \$2.5 million civil penalty and promising to spend \$300 million on pollution-control technology at several plants along the Gulf Coast.

Federal officials said Tuesday that the settlement will prevent thousands of tons of future pollution, including cancer-causing benzene, from eight petrochemical plants in Texas and Louisiana.

Some environmentalists attacked the settlement as insufficient punishment for years of violations by the giant oil company, while others said it addressed excess burning or flaring of gas, a key pollution problem at Exxon plants.

The deal settles allegations that Exxon violated the federal Clean Air Act by releasing excess harmful pollution after modifying flaring systems at five plants in Texas and three in Louisiana. The allegations date back more than a decade.

Exxon said it will install and increase the efficiency of the flaring systems and monitor for benzene outside four of the plants.

The Justice Department and the state of Colorado announced a smaller settlement over pollution charges against Denver-based PDC Energy (PDCE). The company will spend about \$20 million to upgrade equipment and pay a \$2.5 million civil penalty to the federal government and Colorado. Up to \$1 million of the state's share can be forgiven if the company performs certain environmental projects.

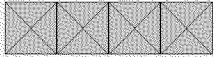
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