

PANNONE  
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**Pannone Lopes Devereaux & West Senior Counsel Brian Lamoureux  
presents “Facebook Fallout: The Law and E-communications in the Workplace”  
at Newport County Chamber of Commerce, March 16**

Providence, RI – (March 4, 2011) - Pannone Lopes Devereaux & West LLC (PLDW) Senior Counsel Brian J. Lamoureux will present “Facebook Fallout: The Law and E-communications in the Workplace” at the Newport County Chamber of Commerce, 35 Valley St. in Middletown on Wednesday, March 16, from 8 to 9:30 a.m. There is no fee for this workshop for Chamber members; non-members will be charged \$25.00. To register, please log onto the Chamber’s website at [www.newportchamber.com](http://www.newportchamber.com).

Mr. Lamoureux has spoken to hundreds of business leaders, employers, nonprofit and public sector agency officials throughout the state over the last year, and he is a published author and commentator on the subject of the use or abuse of social media networking in the workplace.

This workshop is intended to inform business owners in the local area about the challenges and/or advantages of social media use by employees and the need for employers to have a social media policy as part of their human resources handbook to avoid unnecessary and costly litigation or brand and reputational damage. Among the questions that will be discussed in this interactive workshop are:

- Should you discipline an employee who posts disparaging remarks about another employee, supervisor, or your business on their Facebook page or other social networking sites?

- Are an employee's activities on social networking sites a protected activity?
- What ramifications do social networking sites have on the employee and employer?
- What legal issues have arisen due to this ever-evolving topic?

"These are challenging times for employers that may be unaware of the legal ramifications and negative consequences of the use of social media by their employees without a social media policy in place that provides clear direction and guidance," said Mr. Lamoureux. "I am pleased to share information with the Newport County Chamber of Commerce to help employers gain a better understanding of how to manage e-communications in the Digital Age."

Mr. Lamoureux is an accomplished business litigator with more than 11 years of experience in commercial litigation matters. He practices before state, federal and bankruptcy courts in Rhode Island and Massachusetts, and is admitted to practice before the U.S. Supreme Court. He is also a Rhode Island court-approved receiver. His areas of expertise include litigation labor and employment law, creditors' rights, surety law, construction law, telecommunications zoning, structured settlement transfers, and student loan bankruptcy matters. Mr. Lamoureux has developed substantial expertise on the topics of e-communications and social networking in the workplace. He has written several articles on these topics for local publications and has appeared as a guest commentator on NBC10.

For questions about the workshop or to register, call Newport County Chamber of Commerce Director of Membership & Events Carol Muttly at 401-847-1608, or log onto the Chamber website at [www.newportchamber.org](http://www.newportchamber.org).

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#### **ABOUT PANNONE LOPES DEVEREAUX & WEST LLC**

The attorneys and staff at Pannone Lopes Devereaux & West LLC (PLDW) are committed to developing practical and cost effective solutions while also being supportive of the community in a meaningful way. With offices in Rhode Island, Connecticut, Massachusetts, New York and Florida, PLDW has developed a business model that combines international expertise with a more cost-effective delivery system that involves cross training of lawyers and a more practical approach to problem solving. The primary areas of practice for the firm include administrative, corporate and municipal law, civil litigation, government relations, real estate and commercial lending and estate planning and special masterships. The partners demand of themselves and those on the PLDW team, an unparalleled sense of urgency and responsiveness which is derived from an authentic appreciation for their clients and the community in which they serve. For more information, visit [www.pldw.com](http://www.pldw.com)