



**Ryan Smith & Carbine, Ltd.'s
2026 Employment and Workers' Compensation Law Summit
Rutland, Vermont**

Ryan Smith & Carbine, Ltd., in association with the Green Mountain HR Association, is pleased to again present to our clients, friends and members our half-day Employment and Workers' Compensation law seminar free of charge. This seminar is designed for business owners, managers, human resources professionals, corporate counsel, safety managers and other business professionals facing increasing employment and workers' compensation issues.

Please join us for breakfast and the seminar:

Friday, May 15, 2026 | 8:00 am – 12:00 pm
Rutland Country Club, 275 Grove Street Rutland, Vermont

Also available via Teams Meeting!
The meeting link will be sent the week of the Summit.

Please use this link to register:

**[Ryan Smith & Carbine, Ltd.'s 2026 Employment Law Summit –
Fill out form](#)**

Agenda	
8:00	Hearty Breakfast Buffet
8:30 – 9:15	<u>What's Happening:</u> Updating Employment and Workers' Compensation Law. <i>Presenters:</i> Andrew H. Maass, Esq. and Erin J. Gilmore, Esq.
9:15 – 10:00	<u>Tools of the Trade:</u> Building the Best Outcomes for Workers' Compensation Claims <i>Presenters:</i> Erin J. Gilmore Esq. and Stephanie P. Romeo, Esq.
10:00 – 10:15	Refreshment Break
10:15 – 11:00	<u>Non-compete, non-solicitation – non-starter?</u> Legal and practical review of the current status <i>Presenter:</i> Andrew H. Maass, Esq.
11:00 – 11:30	<u>FMLA: What, when, where – Where are we?</u> <i>Presenters:</i> Andrew H. Maass, Esq. Erin J. Gilmore Esq. and Stephanie P. Romeo, Esq., Vanessa Robertson Boothe, Esq.
11:30 – 12:00	Q&A with Open Forum: Share Your Workers' Compensation, Employment and Labor Law Questions and Problems



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PRESENTERS

Andrew H. Maass is President, Director and Shareholder at Ryan, Smith & Carbine, Ltd., where he has been practicing for thirty-nine years. He received his B.A. from St. Lawrence University and his J.D. from New England School of Law. Mr. Maass is a member of the Rutland County, Vermont and American Bar Associations (including Labor and Employment Law Section).

Erin J. Gilmore is an Officer, Director and Shareholder with Ryan Smith & Carbine, Ltd., which she joined in 2010. Her practice is focused on workers' compensation. She received her B.A. from the University of Vermont (magna cum laude) and her J.D. from the University of North Carolina at Chapel Hill School of Law. Ms. Gilmore is a member of the Rutland County and Vermont Bar Associations.

Stephanie P. Romeo is a Director and Shareholder with Ryan Smith & Carbine, Ltd., which she joined in 2013. Her practice is focused on workers' compensation. She received her B.A. from Northeastern University (magna cum laude) and her J.D. from the Vermont Law School (cum laude). Ms. Romeo is a member of the Rutland County and Vermont Bar Associations.

Vanessa R. Boothe is an Associate with Ryan Smith & Carbine, Ltd., which she joined in 2025. Her practice is focused primarily on civil litigation. She received her B.A. from Castleton University (cum laude) and her J.D. from the University of New Hampshire Franklin Pierce School of Law. Ms. Boothe is a member of the Rutland County and Vermont Bar Associations.

CONTRIBUTOR

Elijah T. LaChance is an Associate with Ryan Smith & Carbine, Ltd. His practice includes workers' compensation and civil litigation. Elijah monitors the legislature, Congress and other developments in the law pertinent to the firm's practice. He received his B.A. with honors from Hamilton College and his J.D. from the Vermont Law School (summa cum laude). Mr. LaChance is a member of the Rutland County and Vermont Bar Associations.