

# SEMINAR

## TOP 10 EMPLOYMENT PRACTICES TO MINIMIZE LIABILITY EXPOSURE



**TUESDAY, JANUARY 24, 2012**

**Seating is limited to 100! Sign up today!**

Join Heffernan Insurance Brokers for a FREE HR Seminar presented by Robert Yonowitz of Fisher & Phillips LLP

1-3 P.M.  
Doubletree Hotel  
201 East MacArthur Blvd.  
Santa Ana, CA 92707

[www.doubletreeocairport.com](http://www.doubletreeocairport.com)

### What are the Top Ten Employment Practices Employers Should Adopt to Minimize Liability Exposure?

Are you a CFO, CEO, COO, Risk Manager, Controller, HR & Benefits Professional, or Managing Partner? Join us to learn about the essential employment practices that employers need to implement in order to avoid litigation and keep their companies (large or small) compliant with state and federal laws.

#### Topics Include:

- Use of Independent Contractors
- Arbitration Agreements
- Timecard Procedures
- Background Checks
- Exit Interview Procedures
- Harassment Training
- Job Descriptions
- Illegal Hiring
- Confidentiality/Non-Compete Agreements
- Employment Practices Liability

#### Presenter: Bob Yonowitz



Bob Yonowitz is a partner in the Irvine office of Fisher & Phillips LLP. He represents employers in courts and before government agencies in all types of employment disputes, including wrongful discharge, employment discrimination, sexual and other forms of harassment, wage and hour, and unfair competition and trade secrets cases. Bob also works with clients to implement employment policies and procedures designed to prevent employee claims and lawsuits. Bob

is a member of the firm's Trade Secrets and Unfair Competition Practice Group, and frequently lectures on techniques employers can use to protect their confidential information. He also has substantial experience in advising professional employer organizations (PEOs) and their clients on the various dynamics of the labor and employment issues affecting them.

**Please Join Us!**

Refreshments • No Cost to Attend • Free Parking

#### SEMINAR INFORMATION

**No Cost to Register!**  
RSVP is necessary to attend this seminar!

Register/RSVP by emailing Lacey Hodges at [laceyh@heffins.com](mailto:laceyh@heffins.com) or call Lacey at 714.361.7721

Please feel free to forward this invitation to your HR peers, or contact Lacey Hodges with their contact information.

Walnut Creek, San Francisco, Petaluma, Palo Alto, Los Angeles and Santa Ana, CA; Portland, OR; St. Louis, MO and New York, NY

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