



# Business Compliance Series for California Employers

This educational lunch-n-learn series was designed for Business Owners and Professionals. You'll receive tools and resources you can use to ensure compliance.

**Seminar Time:**  
12:00pm to 2:30pm

**Seminar Location:**  
12062 Valley View St.  
Suite 126  
Garden Grove, CA 92845

**Cost:**  
\$49 for each seminar  
Discounted admission for  
multiple classes  
(price includes all materials and a light lunch)



12062 ValleyView St.  
Suite 110  
Garden Grove, CA 92845  
Phone: 714-799-1115  
Fax: 714-898-2731  
www.hrnetworkinc.com

## #1 2009 Legal Update

When: Thursday, January 15, 2009 (Guest Speaker: Shannon Jenkins)  
Special Time: 12:00-3:00 (Lunch Served at 11:45)

## #2 Managing a Multi-Generational Workforce (NEW!)

When: Thursday, February 12, 2009

Never before have we had 4 generations in the workforce simultaneously. Who makes up these generations of employees? What motivates them? We will study each generational group and what you need to know to compete effectively for their talent and their loyalty, as well as how to address the inter-generational conflict, and the potential legal concerns

## #3 Getting through the Maze of Leave of Absence Laws (Updated)

When: Thursday, March 12, 2009

We explain the maze of leave laws including the 2009 changes to Family Leave & ADA, as well as CA Family Rights Act, Pregnancy Disability, Paid Family Leave and more. We'll review how these laws coordinate and what your responsibilities are as an employer.

## #4 Recruiting Strategies in a Down Economy (NEW!)

When: Thursday, April 2, 2009 (Guest Speaker: Michelle Odell)

We will discuss how to develop a recruiting strategy in a down economy, including restructuring your recruiting efforts for proven results, and low-cost alternatives for sourcing qualified candidates.

## #5 Exempt/Non-Exempt/Contractor - Understanding the Difference

When: Thursday, April 30, 2009

We'll teach you the difference between exempt, non-exempt employees and contractors and what your risks and liabilities are for misclassifying employees. We'll also discuss both CA and the new Federal wage & hour regulations you need to know to be in compliance.

## #6 Work Comp - Understanding the Claims Litigation Process (NEW!)

When: Thursday, May 14 2009

(Guest Speaker: Heather Guarnera & Employer's Direct Attorney)

We will examine the Claims Litigation Process, review what your rights are, and discuss what you can/cannot do as an employer when you are faced with a litigated claim.

## #7 Retaining Emp's with Creative/Low-Cost Benefits & Perks (New!)

When: Thursday, June 11, 2009

(Guest Speaker: Bill Dunn, Cal Perks)

### REGISTER EARLY! SEATING IS LIMITED!

Fax to HR NETWORK at 714-898-2731 OR call 714-799-1115 to register by phone. (Credit Cards Accepted)

Name(s) \_\_\_\_\_

Company \_\_\_\_\_

Address \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Seminar(s): 1 \_\_\_ 2 \_\_\_ 3 \_\_\_ 4 \_\_\_ 5 \_\_\_ 6 \_\_\_ 7 \_\_\_

\_\_\_ Series of 7 (\$199)    \_\_\_ Series of 3 (\$99)    \_\_\_ Single Seminar (\$49)