Registration Time: 8:15 a.m.

Seminar Time: 8:30 a.m. to 9:30 a.m. (continental breakfast provided)

Cost: $35 per person (or free with annual handbook/seminar package)

New Laws for 2013: Just When You Thought it Was Safe to Go Back in the Water!

Presented by Kelly O. Scott, Esq.

Wednesday, December 5, 2012 at Ervin Cohen & Jessup LLP

Change is good... unless you are an employer in the State of California. Over the last year the legislature and the courts have been busy changing the landscape in which California employers do business and, contrary to what your mother may have told you, what you don’t know CAN hurt you! We will review the most important developments that will have an immediate impact on the way you do business, from important wage and hour issues, to new contract and paycheck laws, expanded protections for various classes of persons and more! Don’t miss this opportunity to stay on top of the issues... before the sharks come after you!

Highlights from this year’s grab bag of legislation include:

• Expanded protections for religious expression and working mothers
• New restrictions on employee social media
• New laws on paycheck stub requirements
• New personnel record obligations
• New rules for paying commissions

Register by Friday, November 30th. Contact Brandi Franzman at bfranzman@ecjlaw.com or (310) 281-6328 for registration information. Space is limited. Parking validation will be provided.

This seminar qualifies for 1.0 hours of Continuing Professional Education credit for Accountants.

Sexual Harassment Prevention Training

Presented by Kelly O. Scott, Esq.

Wednesday, December 5, 2012 at Ervin Cohen & Jessup LLP

You know the drill: all managers and supervisors who are employed in California are required by law to complete at least two hours of interactive sexual harassment training. The training must take place every two years and within six months of promotion or hire. This workshop will not only meet these educational requirements, but exceed them. You will learn situation-specific techniques regarding the prevention and correction of sexual harassment under both federal and state law. In addition, you will walk away with a practical understanding of the remedies available to victims of sexual harassment as well as the defenses employers have at their disposal. Presented in a lively, entertaining and engaging format, what you learn in this workshop will stay with you for the next two years… and beyond.

Register by Friday, November 30th. Contact Brandi Franzman at bfranzman@ecjlaw.com or (310) 281-6328 for registration information. Space is limited. Parking validation will be provided.

This seminar qualifies for 2.0 hours of Continuing Professional Education credit for Accountants.

Kelly O. Scott, Esq. heads ECJ’s Employment Law Department and has over 25 years of experience in wage and hour, wrongful termination, harassment, discrimination, retaliation, class action, disability, medical leave, investigation, compliance training and litigation matters. Mr. Scott was named Best Employment Lawyer in Southern California for 2010 by the 5W Report, and was selected for inclusion in Southern California Super Lawyers®, published in Los Angeles magazine, for 2012, 2011, 2010, 2009, 2008, 2007, 2006 and 2004. Mr. Scott maintains a Martindale-Hubbell peer rating of AV.