



TOP TEN WAYS TO VIOLATE CALIFORNIA'S WAGE-HOUR LAWS

Thousands of California employers have found out the hard way there are actually more than 10 ways to violate California's myriad wage-hour laws. Class actions and individual lawsuits allege everything from misclassification of employees to improper calculation of overtime, inadequate rest breaks and meal periods, insufficient reimbursement of employee expenses, miscalculation of final pay, unlawful bonus and commission plans, non-compliant uniform and tool policies, and more.

HR professionals at all levels are invited to this half-day seminar. You will hear about the most tricky wage-hour laws, the key differences between state and federal wage-hour laws, how to conduct a compliance audit to identify your organization's vulnerabilities, and the best approaches for remedying possible violations without encouraging a lawsuit.

Jennifer Brown Shaw, a partner at Shaw Valenza LLP, will discuss these issues and provide practical and cutting edge advice. In addition, our special guest, **Deputy Labor Commissioner Dan Dellarocca**, will provide practical insight into the California Division of Labor Standard Enforcement's hearing procedures and enforcement positions.

Come and have your toughest questions answered. We only offer this seminar once a year, so don't miss out!

Date: September 23, 2010

Time: 8:30 a.m. - 11:30 a.m.
(Registration at 8:00 a.m.)

Location: Cal/EPA Building, Sierra Room
1001 I Street
Sacramento, CA 95814

Cost: \$150 per person

Group discounts are available. Refunds are only available if cancellation is received by September 17, 2010.



PLEASE SEND ALL QUESTIONS AND REGISTRATIONS TO:

Heather Sawyer, Training Coordinator

520 Capitol Mall, Suite 630, Sacramento, California 95814

Telephone: 916.326.5150 Facsimile: 916.497.0708

Email: hsawyer@shawvalenza.com

The use of the "Approved Provider" seal is not an endorsement by the HR Certification Institute of the quality of the program. It means this program has met the HR Certification Institute's pre-approval criteria for recertification credit.



REGISTRATION FORM

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Registration is accepted on a first-come, first-served basis.

Registration Information

Name:	Title:
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Company/Agency:	
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Address:	
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City/State/Zip:	
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Billing Address:	
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Telephone:	Facsimile:
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Email:	
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Additional Registrant(s)

Name:	Email:
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Name:	Email:
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Please make checks payable to Shaw Valenza LLP.
Credit cards are accepted online only. Thank you.

Please list any required special accommodations (we need this information at least two weeks prior to the seminar): _____

Amount Enclosed: \$ _____

Forward registration by mail, e-mail, or facsimile (with check to follow) to:

Heather Sawyer, Training Coordinator
SHAW VALENZA LLP
520 Capitol Mall, Suite 630 - Sacramento, California 95814
Telephone: 916.326.5150 - Facsimile: 916.497.0708
Email: hsawyer@shawvalenza.com - Website: <http://shawvalenza.com>

** Refunds only available if cancellation is received by September 17, 2010, at 12:00 p.m.*