



ClubPay Educational Series

In response to the current and sometimes confusing Federal and State employment regulations being imposed on small to medium sized businesses that can present economic challenges for non-compliance; ClubPay is developing a series of educational seminars that focus on helping clubs to improve efficiency in managing their employees, payroll and HR compliance processes. The presentations will offer relevant information with tangible, practical advice that can be applied by the club to have an immediate positive effect on the club's bottom line. The seminars will be delivered live at local, regional and national association meetings or via live webinars.

ClubPay Seminar

➤ 10 Ways to Invite an Employee Lawsuit

Who should attend?

General Managers, Club Controllers, HR/Payroll Personnel, Club Managers, Hiring Managers

Presenters

AMANDA S. KELL, SPHR, CertiPay

Having worked in Human Resources for fifteen years, Amanda understands the importance of providing guidance and direction as a strategic business partner. Likening HR responsibilities to Maslow's Hierarchy of Needs, Amanda sees compliance as a basic foundation of a strong HR department. Once compliance is established, the HR organization has the ability to take on a true business partner and leadership role in the organization by recommending and implementing strategic initiatives to support business goals.

Amanda valued her time spent as part of a corporate HR department but most enjoys the variety that comes with working with many different clients in many different industries. She earned her Bachelor of Business Administration degree from Georgia Southern University. She has been SPHR-certified for over 10 years and continues to stay abreast of current trends and topics by attending regular continuing education events.

D. ALBERT BRANNEN, Regional Managing Partner, Fisher & Phillips LLP

Bert represents employers exclusively in solving their labor and employment law problems. He has successfully represented clients in proceedings before the NLRB, EEOC, Department of Labor and other Government agencies. He advises employers how to stay union-free and assists them with the administration, negotiation, mediation and arbitration of collective bargaining agreements. He also counsels employers on how to avoid workplace crises, comply with applicable laws and prevent litigation. He helps prepare all documents associated with the employment experience, including employee handbooks, employment contracts, ethics and confidentiality agreements, and non-compete, non-solicitation and severance agreements.



Bert is active in the State Bar of Georgia and has served as Chairman of the Bar's Labor and Employment Law Section. He is a past member of the Board for the Georgia Branch of the Associated General Contractors (AGC) and is immediate past Chair of AGC's national Labor & Employment Law Council. He is a member of the Society of Human Resources Management, the Human Resources Leadership Foundation (HRLF), the Electric Cooperative Bar Association, the Georgia Tech Bar Association, the Georgia Association of Manufacturers, Lawyers Club of Atlanta, and other professional groups. Bert is a former member of *Employment Law360's* Editorial Advisory Board and has taught a class in labor and employment law at Georgia Tech since 2002.

Bert is "AV" rated by Martindale-Hubbell. He received his B.S. with honors from Georgia Tech and his M.B.A. and J.D. *cum laude* from the University of Georgia. For the past two years he has been selected by his peers as one of *The Best Lawyers in America* and has been included in 2011's *Best Lawyers® Annual Guide to Labor & Employment Law*. He has repeatedly been named a "Super Lawyer for Labor & Employment Law" for the State of Georgia and was also selected as one of *Georgia Trend Magazine's* "Legal Elite."

Length

Presentation may be delivered in a format to accommodate a 60 to 75 minutes timeframe with time for questions.

Contact Information

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Seminar Overview

10 Ways to Invite an Employee Lawsuit

Employees sue their employers for a variety of reasons. Some are opportunistic and come in the door looking for trouble or to make a relatively quick and easy buck. Others come on board with the best of intentions but somewhere along the way have a change of heart. While we can never for certain know a person's intention when we are interviewing them, as employers we can do things that make us vulnerable to being the defending party of an employee lawsuit. In this seminar, Mr. Brannen and Ms. Kell will talk about the **ten most common mistakes employers make** that have potential to cost their Club tens of thousands of dollars.

In the Fiscal Year 2012, the Equal Employment Opportunity Commission (EEOC) collected **more than \$365 million from employers to be paid to employees** who asserted their rights had in some way been violated. This figure does not include the employers' other costs such as attorney fees, lost productivity, and so forth. This is a **41% increase** from 10 years ago, in fiscal year 2002¹.

As a Club manager, this topic is important to you because employee litigation brings lost productivity, bad press, harm to your Club's reputation and unbudgeted expenses...all things you want to avoid! **Imagine explaining to your members that their Club will pay tens of thousands of dollars due to employment actions you have taken – or, failed to take.**

Mr. Brannen and Ms. Kell will talk about the ten most common mistakes and **provide recommendations to ensure your Club is compliant.** They will discuss best practices, legal guidelines, and arm you with the information you need to rest easy knowing your Club is well protected if an employee does file a charge or bring a lawsuit.

As a result of this seminar, you will be able to:

- Identify areas of exposure related to employment practices
- Know what steps need to be taken to ensure better hiring decisions and greater compliance
- Feel confident that you know how to respond if an employee brings a complaint to you
- Understand resources available to help you

¹ Source: www.eeoc.gov