



# Cumming-Forsyth County Chamber of Commerce presents a Two Day HR Bootcamp

*Sponsored by the Cumming Forsyth HR Council*

Wednesday,  
November 20, 2013  
&  
Thursday,  
November 21, 2013

8:00 a.m. - 11:00 a.m.  
*Continental breakfast  
to be provided*

The University  
of North Georgia  
Cumming Campus  
300 Aquatic Circle  
Cumming, GA 30040

**Cost:**

\$30 Chamber Member;  
\$40 Non-Member

**Registration is required.**  
**Deadline is**  
**November 11**



*This program has been submitted to the  
HR Certification Institute for review.*

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The HR Bootcamp is a 2-day seminar that provides our community's human resource professionals with knowledge about the top issues that are impacting their industry and workplaces.

Wednesday, November 20, 2013

**Session No. 1: Tax credits, Training Programs, and Workforce Development Resources**

**Tammy Caudell & Danette**

Georgia has been ranked as the No. 1 State for Business in the United States. Much of this success can be attributed to the large amount of tax credit and workforce development resources that are available to Georgia's businesses. Tammy Caudell of the Georgia Department of Economic Development and Danette Smith of the Georgia Department of Labor will provide you with an overview of the top business incentives and workforce resources that every HR professionals should know. Most of the programs are offered at no cost to Georgia's companies. The programs can play a vital role in helping a company to control costs while boosting productivity.



**Session No. 2: Protecting Your Confidential Information, Relationships and Talent: Non Compete Agreements, Trade Secretes and Computer Protection Laws**  
**Michael Elkon, Fisher & Phillips LLP**

In a world where employees can take valuable trade secrets on a flash drive that fits on a key chain or use an e-mail that can be the proverbial needle in a haystack of a sent folder, companies have to focus on protecting their trade secrets on the front end. Additionally, in an economy where relationships and information take precedence, it is critical for a company to both retain its employees entrusted with those assets and also effectively recruit talent from competitors in a legally sound manner. This presentation will examine the legal landscape for companies protecting their information and relationships and also hiring key personnel, with a special focus on non-compete agreements, trade secret protection, and computer abuse statutes.



**Session No. 3: 13 Strategies for Improving Your Safety Program**  
**Tracy Moon, Fisher & Phillips LLP**

If OSHA has fallen off your radar screen, it is time to put it back on. The number of OSHA penalties in the tens and hundreds of thousands of dollars has significantly increased in the past year. This session will examine the new enforcement-focused OSHA and new special emphasis programs as well as safety legislation changes currently being debated in Congress. The session will also review the essential elements of OSHA compliance and an effective workplace safety and health program, with an eye to the use of safety issues by unions and a growing group of whistleblowers. The session will explain how,when used properly, safety compliance can be a "profit center" and not another administrative cost.

*Continued on reverse*

Thursday, November 21, 2013

**Session No. 4: Sex, Lies & Investigate This**

**Joe Wilson, Joe Shelton or Terri Stewart, Fisher & Phillips LLP**

This review of workplace investigations through video vignettes puts you in the place of a Human Resource. Professional whose day just got very complicated. A routine disciplinary investigation suddenly turns into a challenging, high-risk sexual harassment investigation of a long-term, highly-valued executive. You will see a video presentation of each step in the process, and then participate in an interactive discussion of what the HR professional should do next. Under the law, the employer's response to the harassment complaint is a significant factor in determining potential liability. Effective HR action can help ensure a respectful work environment and appropriate corrective action, and can prevent expensive and damaging litigation. The presentation will help show how the HR professional can ensure legal compliance, eliminate/minimize litigation risk and, most importantly, solve the problem.



**Session No. 5: I'm Sick & Tired: Leave Me Alone**

**Myra Creighton, Fisher & Phillips LLP**

Some days, do you get the feeling your employees just don't want to come to work? And not just that they don't want to come, but that they know they will be able to file a lawsuit if you terminate their employment for absenteeism? Between tardiness, sick days, vacation days, holidays, leaves of absence, self-diagnosed "mental health days" and plain old absenteeism, maybe your supervisors feel like tearing their hair out and are begging you to terminate these employees so they can hire employees they can rely on. Short of hiring private investigators to follow those employees who seem to miss numerous days to find out whether they are really using job protected leave, what can you do?



**Session No. 6: Immigration Compliance Update**

**Jessica Cook, Fisher & Phillips LLP**

This presentation will cover:

- Increased government I-9 audits
- I-9 Basics: How to properly complete an I-9 form
- How to conduct a I-9 self audit
- ICE Notice of Inspection

To register, visit:

[www.cummingforsythchamber.org/events](http://www.cummingforsythchamber.org/events)

For questions or to RSVP,

please contact Nicole Smith at [nsmith@laborlawyers.com](mailto:nsmith@laborlawyers.com) or (404) 240-4229

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