

# Phoenix Business Journal: How March Madness Can Get You Fired

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Shayna Balch was a guest blogger for the *Phoenix Business Journal* on March 4, 2014.

In the article, Shayna discusses policies HR teams can implement in order to be more proactive and help employees manage their time and resources. Once these policies are in place, it's easy to utilize the same logic for similar situations that pertain to employee's use of work time for recreational activities. She also provides tips for Employees on how to avoid being in the unemployment line during March Madness.

## Tips for the Employer:

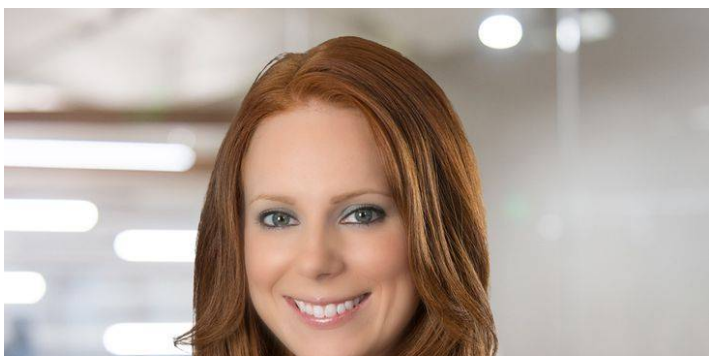
1. Consider a strict Internet policy.
2. Make expectations clear.
3. Be realistic and reasonable.

## Tips for the Employee:

1. Get your work done.
2. Follow the rulebook.
3. Take it off-site.

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