



Let the Madness Begin: Swimming in the Deep End of the Office Pool

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In the article, “Let the Madness Begin: Swimming in the Deep End of the Office Pool,” featured in the *HR Professionals Magazine*, Attorney Rob Ratton takes a critical look at a beloved office staple, the March Madness pool, and attempts to lay it bare.

He provides employers with a few suggestions on how to manage March Madness activities in the workplace.

- Create company-sponsored office pools that do not run afoul of federal and state gambling laws. For example, the reward for the successful persona can be a relaxed dress code, company-sponsored lunch for his or her department, or donation to the charity of his or her choice.
- Do not allow people to solicit for pools during work hours. Also, prohibit the distribution of materials during work hours and in the workplace.
- Train managers to look for signs of gambling addiction and to be attentive to problems that can arise.
- Talk to your IT department to determine how they plan to handle the increased demands that March Madness poses.

To read the full article, please visit [*HR Professionals Magazine*](#).