



Educational Seminars and Workshops

To help stay on top of your educational requirements California attorney **Kristine McCardle** offers workshops on employment and human relations topics. Workshops are offered in a seminar environment for your clients, a workshop setting for your employees, or one-on-one individual training sessions.

Monthly or quarterly educational seminars are a great way to provide continued information. Monthly seminars are also a fantastic and cost effective marketing tool to gain perspective clients. Our seminars are high energy, interactive, and entertaining!

The following are educational areas which may be scheduled; pick one, a few, or all:

1. Workers' Compensation Basics

If you have employees then you most likely have claims. This workshop will explain a 5-Step process to the work comp system. Receive a process flow-chart, alphabetical list of common terms and a list of questions to ask the claims adjuster to keep the claim moving.

2. First Aid/Medical Only/Indemnity Claims Explained

Take control of your work comp claims costs by learning what a first aid claim is and when to pay it yourself. Learn the four words you must write on each first aid claim filed to prevent reserves from being placed on the claim. Save money with this workshop.

3. Workplace Investigations

As an attorney and Certified Workplace Investigator I know how to get the facts; and now I'll teach you. This informative and intriguing class applies to every workplace situation: including harassment, discrimination and injury.

4. Return or Not to Return an Injured Worker Back to Work

Every employer is required by law to engage in the "Interactive Return to Work Process" before making any termination decision. If you engage in the 'hope' process (we hope we're doing this right) you risk being sued for discrimination. This workshop is for you.

5. Respect Affect

It doesn't matter if you're the mail person or the CEO; we all want one thing...RESPECT! If you have office cliques, gossip problems or morale issues in your workplace then let me address the issues with this enlightening workshop. We can all get along!

6. Sexual Harassment/Anti-Bullying [Meets California's two hour Certified Training requirement]

California law requires employers with 50+ employees to have this training; but if you have less employees you may still have harassment/bullying issues. Be pro-active and educate your employees about this frequently occurring workplace problem.

7. Serious and Willful Allegations

There is no insurance to protect you from a lawsuit by an injured employee who says you **knew** your workplace was dangerous. Can you afford to pay the 50% penalty (50% of the total work comp claim paid). Learn 5 steps to minimize your S&W exposure.

8. Job Descriptions

Hate writing job descriptions? Let me show you how to knock these out 1. 2. 3! Job descriptions are one of the best investments you can make because you can use them in job evaluations, performance appraisals, terminations and training. Let's do this together!

Kristine's approach to teaching incorporates real live situations, humor, and practical knowledge. Learning will never be easier or more entertaining.

For more information call Kristine at (805) 252-2481 or visit: LegalProfessorOnline.com