

*Please join us for a complimentary virtual event*

# Wage and hour liability: A ticking time bomb

Thursday, November 18, 2010

1:00 p.m. Eastern | 12:00 p.m. Central | 11:00 a.m. Mountain | 10:00 a.m. Pacific

*Presented by Ron Adler, President-CEO, Laurdan Associates, Inc.*

*Sponsored by Wells Fargo Insurance Services and The Employment Law HELPLINE*

The IRS, the Department of Labor, the EEOC, state agencies, and trial lawyers have put employers on notice: Wage and hour issues are a “significant problem with adverse consequences.” To address this problem federal and state agencies are hiring new auditors and committing more resources to determine noncompliance. As a result, employers’ exposure to liabilities associated with wage and hour issues is increasing. Of particular concern are employers’ classification of employees and independent contractors, their determination of employees’ exempt and nonexempt status, their calculation of “regular wages,” and their attainment of pay equity.

In this environment, employers must take proactive measures to not only prevent wage and hour violations, but also to demonstrate compliance through effective governance and risk management practices, including internal audits. This virtual event will discuss your wage and hour liability exposure, critical compliance and management issues, and effective internal auditing practices.

This virtual event will be recorded for future playback. To participate in either the live or recorded version, registration is required. Please choose one of the links below:

## [Register for the live event](#)

The registration deadline is 11:00 a.m. Eastern on 11/18/10

## [Register for the recorded event](#)

The registration deadline is 9:00 p.m. Eastern on 11/18/10

Information regarding the presenter and sponsor for this event are available on page 2.

### Important Notes

After registering for the live event, you should quickly receive an invitation from Wells Fargo Virtual Events via [invitations@livemeeting.com](mailto:invitations@livemeeting.com). Once you "accept" the invitation, meeting access details will appear in your electronic calendar. If you do not receive the confirmation, please check your junk mail or spam folder, or contact your IT department to ensure emails pass through in the future, and notify your Wells Fargo representative of the situation. Your registration is not confirmed until you click the "Register" button.

Participants will need a computer with internet access, the [Microsoft Live Meeting client](#), and a telephone line to participate in the live event. For the replay, an internet connection, speakers and Windows Media Player are required.

For more information regarding this and other events, please contact your local Wells Fargo representative or email [VirtualEvents@wellsfargo.com](mailto:VirtualEvents@wellsfargo.com).

*Notice: Microsoft Office Live Meeting will be used to record this meeting. By participating in this event, you agree that your communications may be monitored or recorded during the meeting.*

Together we'll go far



## About the presenter

### Ron Adler

*President-CEO*

Laurdan Associates, Inc.

Ronald Adler is the president-CEO of Laurdan Associates, Inc., a veteran owned, human resource management consulting firm specializing in HR audits, employment practices liability risk management, HR metrics and benchmarking, strategic HR-business issues and unemployment insurance. Mr. Adler has more than 37 years of HR consulting experience working with U.S. and international firms, small businesses and non-profits, insurance companies and brokers, and employer organizations.

Mr. Adler is a co-developer the Employment-Labor Law Audit™ (ELLA®), the nation's leading HR auditing and employment practices liability risk assessment tool.

Mr. Adler is an adjunct professor at Villanova University's Graduate Program in Human Resources Development and teaches a course on HR auditing. Mr. Adler is a certified instructor on employment practices for the CPCU Society and has conducted continuing education courses for the AICPA, the Institute of Internal Auditors, the Institute of Management Consultants, and the Society for Human Resource Management.

Mr. Adler has assisted Congress and state legislatures develop employment and UI related legislation and has testified before the U.S. Senate Finance Committee on unemployment insurance and the U.S. Senate H.E.L.P. Committee on genetic discrimination in the workplace. Mr. Adler has also served as an expert witness in discrimination and negligent hiring cases.

## About the sponsor

### Chris Lynch, Brian Hansen, and Oualid Bellagha

*Account Executives*

The Employment Law HELPLINE

The Employment Law HELPLINE services are provided by a privately owned company (and endorsed by Wells Fargo Insurance Services USA, Inc.), the workplace HELPLINE®, LLC. HELPLINE was established by the two founding partners of what became the largest regional accounting and consulting firm in New England for over 40 years, a partner from a prestigious downtown Boston law firm, a successful entrepreneur and a seasoned business consultant.

As an industry leading employment law and human resource (HR) information company, HELPLINE has revolutionized the way that professional services are brought to the workplace. HELPLINE provides cutting edge Employment Law and HR support to thousands of employers in all 50 states. Organizations that use HELPLINE range from small- to medium-size firms in the private and public sectors without dedicated HR staff to large organizations that have in-house legal and HR departments.