



NESD SHRM Presents:



October 9th, 11:30am – 1:00pm
2nd St. Station

Whether you're in Human Resources or are a business owner, managing employment and labor can be a daunting task. Employee and employer rules and regulations can be confusing and often leave a business vulnerable or potentially at legal risk. This session will offer you solutions to keep you and your business compliant and more importantly moving in the right direction.

Please join us and learn how:

- Frontline supervisors are vulnerable to employment litigation
- Why company policies are so important
- The Basics of ADA/FMLA/Workers' Compensation and
- How they impact absenteeism and tardiness.



Mary Jo Vance, SPHR is a Project Manager and Sr. Management Advisor for The Weston Group. Mary Jo is a graduate of the University of Sioux Falls and holds a degree in Organizational Behavior & Management. The Weston Group provides Human Resource Support Services for small to medium size businesses to manage workforce and decrease risk! The Weston Group provides services such as: Wage & Salary Review, Employee relations, Frontline Leadership training, Conflict resolution, Handbooks, Jobs

RSVP at the chapter website: <http://nesd.shrm.org> (under the "Events & Education Tab") by **Friday, 10/5.**

FREE to NESD SHRM-Plus Members
\$10 for NESD SHRM Basic Members
\$20 for Non-NESD SHRM Members



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