**DOCUMENTATION & DISCHARGE – AVOIDING WRONGFUL DISCHARGE**

Laws and court decisions have radically altered why and how someone may be discharged. Any employer who is unaware of these legal standards and isn’t careful to uphold them may face costly litigation or judgments. This presentation details the legal framework behind the increasing number of employee lawsuits and suggests simple measures for avoiding litigation. Also discussed will be:

- Procedures to follow before discharging an employee
- Termination – What needs to be evaluated to avoid discrimination or wrongful discharge claims
- Termination – Procedures to follow, do’s and don'ts
- Hiring actions and statements that can lead to wrongful discharge lawsuits
- What damages are imposed on employers in wrongful discharge actions
- What the courts and juries focusing on
- Writing – What language to avoid

**Speaker Bio: Jason S. Ritchie, Attorney at Law, Holland & Hart**

Mr. Ritchie represents clients in a variety of commercial, natural resource, and employment litigation. Mr. Ritchie has represented and advised employers in several areas, including claims of wrongful discharge, harassment, discrimination, breach of employment contract, and claims arising under the ADA, Montana Human Rights Act, FMLA, and the National Rehabilitation Act.

This presentation has been submitted for continuing education credits, pending approval.

Please RSVP to yvcsrhm@gmail.com by noon on Friday, October 7th, 2011.

**Please note:** If you RSVP and are a no-show for the meeting you will be invoiced in order to cover the guaranteed amount. If you have any questions please contact Tammy Jones at 248-7455, ext. 6238.