



Colorado Automobile Dealers Association

# Employment Law Seminar: *Top Ten Blunders Employers Make in Hiring and Firing* Tuesday, December 18, 2007 – Delta, Colorado

***Top Denver employment attorney,  
Todd Fredrickson, comes to the Western Slope***

## Practical advice to prevent employment litigation:

- Learn to avoid mistakes that often lead to big ticket employment litigation
- Learn to address hiring issues head on, such as creating and maintaining sound pre-hire paperwork, complying with federal and state immigration laws, and not falling prey to breach-of-contract lawsuits
- Learn to properly handle employment terminations without landing yourself or your business in the middle of a discrimination or wrongful discharge lawsuit
- Learn to better manage your employees when dealing with difficult hire and fire issues



## A G E N D A

**DATE/TIME:** Noon to 2:00pm, **Tuesday, December 18, 2007** (*Lunch included*)

**LOCATION:** Delta Fireside Inn, 820 Highway 92 in Delta, Colorado, Phone: 970.874.4413

**FOR:** Owners/Dealer Principals, General Managers, HR Managers, Controllers, Office Managers and Risk Managers; any manager involved in hiring and firing

### ABOUT THE PRESENTER:

**OTTENJOHNSON**  
ROBINSON NEFF + RAGONETTI

**TODD FREDRICKSON, ATTORNEY, OTTEN JOHNSON, [HTTP://WWW.OTTENJOHNSON.COM/](http://www.OTTENJOHNSON.COM/)**

TODD FREDRICKSON JOINED THE FIRM IN 1994 AND PRACTICES EXCLUSIVELY IN THE LABOR AND EMPLOYMENT DEPARTMENT. SPECIFICALLY, TODD HAS DEFENDED EMPLOYERS AGAINST CLAIMS OF DISCRIMINATION, HARASSMENT, AND RETALIATION BASED ON RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, AND DISABILITY. TODD HAS REPRESENTED CLIENTS IN BOTH FEDERAL AND STATE COURTS, THE UNITED STATES DEPARTMENT OF LABOR, THE NATIONAL LABOR RELATIONS BOARD, THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, THE COLORADO CIVIL RIGHTS DIVISION, AND THE COLORADO DEPARTMENT OF LABOR.

TODD REGULARLY COUNSELS CLIENTS ON A SPECTRUM OF PERSONNEL MANAGEMENT ISSUES, WITH THE GOAL OF AVOIDING LITIGATION ALTOGETHER. TO THAT END, HE ADVISES EMPLOYERS ON DEVELOPING AND ENFORCING PROPER APPLICATION AND INTERVIEW POLICIES, EMPLOYEE HANDBOOKS, AND EMPLOYMENT AND COMPENSATION AGREEMENTS. TODD COUNSELS EMPLOYERS ON COMPLIANCE WITH FEDERAL AND STATE WAGE AND HOUR LAWS. MUCH OF HIS PRACTICE FOCUSES ON TRAINING.

*"I thought Mr. Fredrickson's presentation was excellent! He was easy to understand and concise, his presentation was relevant to our industry, and most importantly, he provided specific suggestions and recommendations that we were able to easily implement at our dealership. I highly recommend this seminar."*

*--Cindy Swanson, Controller – Planet Honda*



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**BY:** Todd Fredrickson, Attorney, Otten Johnson, [www.ottenjohnson.com](http://www.ottenjohnson.com)

**TO REGISTER, PLEASE RETURN THIS FORM AND PAYMENT OF \$139\*/1<sup>ST</sup> PERSON + \$119/ADD'L ATTENDEE**

*\*Includes hand-outs of presentation and lunch.* Email: [RSVP@cadaonline.org](mailto:RSVP@cadaonline.org)  
CADA, 290 East Speer Blvd, Denver, CO 80203, Fax: 303.831.9100 [*Checks payable to "CADA"*]  
→ Register for this and other CADA events ONLINE at: [www.cadaonline.org/registration](http://www.cadaonline.org/registration)

Dealership Name \_\_\_\_\_ City \_\_\_\_\_  
(1) Name \_\_\_\_\_ Title \_\_\_\_\_  
E-mail \_\_\_\_\_ Phone \_\_\_\_\_ Fax \_\_\_\_\_  
Credit Card #. \_\_\_\_\_ EXP \_\_\_\_\_  
*(Visa / Mastercard / American Express accepted)*

**Additional registrants from the same dealership (\$119/person):**

(2) Name \_\_\_\_\_ Title \_\_\_\_\_  
(3) Name \_\_\_\_\_ Title \_\_\_\_\_  
(4) Name \_\_\_\_\_ Title \_\_\_\_\_

**--- CANCELLATION POLICY ---**  
CANCELLATIONS MUST BE RECEIVED TWO DAYS PRIOR TO THE TRAINING SESSION

**QUESTIONS:** Tim Jackson, 303.282.1448 [tim.jackson@cadaonline.org](mailto:tim.jackson@cadaonline.org) Tammi McCoy, 303.282.1449 [tammi.mccoy@cadaonline.org](mailto:tammi.mccoy@cadaonline.org)