

**SELECTED RECENT SPEAKING ENGAGEMENTS AND PUBLISHED  
ARTICLES**

**By**

**Ronald F. Garrity, Esq.**

**Simpson, Garrity, Innes & Jacuzzi, Professional Corporation**

**(Updated: February 2018)**

**278. “DISABILITY ACCOMMODATIONS AND THE INTERACTIVE PROCESS”**

**Presented to: San Francisco Employer Advisory Council**

**Date: October 2017**

**277. “WHAT QUESTIONS ARE LEGAL DURING INTERVIEWS?”**

**Presented to: Alameda County Contractors – NorCal NECA Chapter**

**Date: November 2016**

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**276. “THE PREVENTION OF SEXUAL AND GENDER HARASSMENT”**

**Presented to: San Francisco Employer Advisory Council**

**Date: September 2016**

**276. “DISABILITY ACCOMMODATIONS AND THE INTERACTIVE PROCESS”**

**Presented to: San Mateo County Employer Advisory Council**

**Date: April 2016**

**275. “INJURED AND DISABLED WORKERS: EMPLOYERS’ OBLIGATIONS”**

**Presented By: Simpson, Garrity, Innes & Jacuzzi**

**Date: April 2016**

**274. “NAVIGATING THE WORLD OF WORKERS’ COMPENSATION AND THE  
ADA”**

**Presented With: Cheryl Morosini**

**Date: September 2015**

**273. “SEXUAL AND GENDER HARASSMENT PREVENTION”**

**Presented to: San Mateo County Employer Advisory Council**

**Date: August 2015**

**272. “CALIFORNIA’S NEW PAID SICK LEAVE LAW: WILL YOUR COMPANY  
BE COMPLIANT?”**

- Presented By:** Simpson, Garrity, Innes & Jacuzzi  
**Date:** May/June 2015
- 271. “NAVIGATING THE WORLD OF WORKERS’ COMPENSATION AND THE ADA”**
- Presented With:** Ed Kempkey and Cheryl Morosini  
**Date:** September 2014
- 270. “WILL YOUR COMPANY BE HIT WITH A MEAL AND REST PERIOD LAWSUIT”**
- Presented to:** Employer Advisory Council:  
Employment Development Department  
**Date:** August 2014
- 269. “HOW TO ESTABLISH AND MAINTAIN AN EMPLOYEE HANDBOOK**
- Presented to:** Employer Advisory Council:  
Employment Development Department  
**Date:** August 2014
- 268. “PREVENTING HARASSMENT: TAKING ALL REASONABLE STEPS” SUPERVISORY TRAINING COMPLYING WITH GOVERNMENT CODE SECTION 12950.1**
- Presented by:** Simpson, Garrity, Innes & Jacuzzi  
**Date:** December 2013
- 267. “PREVENTING HARASSMENT: TAKING ALL REASONABLE STEPS” SUPERVISORY TRAINING COMPLYING WITH GOVERNMENT CODE SECTION 12950.1**
- Presented to:** Gavilan Employment Advisory Council (GEAC)  
**Date:** November 2012
- 266. “WAGE AND HOUR UPDATE”**
- Presented to:** Employer Advisory Council (EAC) (Marin)  
**Date:** October 2012
- 265. “WAGE AND HOUR UPDATE”**
- Presented to:** Employer Advisory Council (EAC) (Solano/Napa)  
**Date:** October 2012

264. **“WHAT YOUR SUPERVISORS AND MANAGERS NEED TO KNOW ABOUT MEDICAL LEAVE IN CALIFORNIA”**  
Presented by: **Simpson, Garrity, Innes & Jacuzzi**  
Date: **August/September 2012**
263. **“WAGE AND HOUR UPDATE”**  
Presented to: **Gavilan Employer Advisory Council (GEAC)**  
Date: **June 2012**
262. **“EMPLOYMENT LAW UPDATE”**  
Presented to: **HR Connect**  
Date: **June 2012**
261. **“HOW TO MANAGE INTERMITTENT MEDICAL LEAVES”**  
Presented to: **San Mateo County Employer Advisory Council (EAC)**  
Date: **April 2012**
260. **“FAMILY AND MEDICAL LEAVE: YOUR SUPERVISORS’ OBLIGATIONS”**  
Presented to: **NCHRA**  
Date: **April 2012**
259. **“WAGE & HOUR RULES FOR HR: TRAVEL PAY IN CALIFORNIA EXPLAINED”**  
Presented for: **Employer Resource Institute (ERI)**  
Date: **November 2011**
258. **“ADVANCED WAGE AND HOUR ISSUES AND HOW THEY AFFECT YOUR BUSINESS”**  
Presented to: **Thoits Insurance**  
Date: **October 2011**
257. **“INTELLECTUAL PROPERTY AND PRIVACY IN THE WORKPLACE”**  
Presented through: **Law Seminars International**  
Date: **September 2011**
256. **“WAGE, MEAL PERIOD AND REST PERIOD LAWSUITS: PREVENTION AND FIRST AID”**  
Presented by: **Simpson, Garrity, Innes & Jacuzzi**  
Date: **August/September 2011**
255. **“INTERMITTENT MEDICAL LEAVES: EMPLOYER RIGHTS AND RESPONSIBILITIES” (WEBINAR)**  
Presented by: **Simpson, Garrity, Innes & Jacuzzi**  
Date: **May 2011**
254. **“SEXUAL HARASSMENT PREVENTION”**

- Presented to:** California Employer Advisory Council (EAC)  
**Date:** April 2011
253. **“INTERMITTENT MEDICAL LEAVES: EMPLOYER RIGHTS AND RESPONSIBILITIES”**  
**Presented by:** Simpson, Garrity, Innes & Jacuzzi  
**Date:** March/April 2011
252. **“NEW EMPLOYMENT LAWS FOR 2011”**  
**Presented for:** HR Connect  
**Date:** January 2011
251. **“HOW STATE AND FEDERAL EMPLOYMENT LAWS (FMLA, ADA, CFRA. ETC.) OVERLAP WORKERS’ COMPENSATION”**  
**Presented for:** Kempkey Risk Services  
**Date:** November 2010
250. **“INTERMITTENT FMLA/CFRA LEAVE: HOW TO MANAGE UNSCHEDULED ABSENCES, PREVENT ABUSE, AND SIMPLIFY RECORDKEEPING”**  
**Presented for:** Employer Resource Institute (ERI)  
**Date:** October 2010
249. **“INDEPENDENT CONTRACTOR CRACKDOWN”**  
**Presented by:** Simpson, Garrity, Innes & Jacuzzi  
**Date:** October/November 2010
248. **“INTERMITTENT FMLA LEAVE: HOW TO MANAGE UNSCHEDULED ABSENCES, PREVENT ABUSE, AND SIMPLIFY RECORDKEEPING”**  
**Presented for:** Business & Legal Resources (BLR)  
**Date:** October 2010
247. **“HOT EMPLOYMENT LAW TOPICS AFFECTING YOUR CLIENTS”**  
**Presented to:** Thoits Insurance  
**Date:** September 2010
246. **“PROGRESSIVE DISCIPLINE: HOW TO DRAFT EFFECTIVE, LEGALLY COMPLIANT PERFORMANCE IMPROVEMENT PLANS”**  
**Presented for:** Employer Resource Institute (ERI)  
**Date:** August 2010
245. **“PROGRESSIVE DISCIPLINE: HOW TO DRAFT EFFECTIVE, LEGALLY COMPLIANT PERFORMANCE IMPROVEMENT PLANS”**  
**Presented for:** Business & Legal Resources (BLR)  
**Date:** August 2010

244. **“HOW EMPLOYMENT LAW AFFECTS EMPLOYERS’ SEVERANCE AND RELEASE AGREEMENTS”**  
Presented to: **Shartsis Friese LLP**  
Date: **July 2010**
243. **“INJURED & DISABLED WORKERS: EMPLOYERS’ OBLIGATIONS”**  
Presented by: **Simpson, Garrity, Innes & Jacuzzi**  
Date: **June 2010**
242. **“HOW EMPLOYMENT LAW AFFECTS EMPLOYERS’ SEVERANCE RELEASE AGREEMENTS”**  
Presented to: **Trucker Huss, APC**  
Date: **May 2010**
241. **“NAVIGATING MEDICAL LEAVES MANAGEMENT”**  
Presented to: **NCHRA**  
Date: **May 2010**
240. **“MEDICAL LEAVE LAWS IN CALIFORNIA: QUESTIONS AND ANSWERS”**  
Presented by: **Simpson, Garrity, Innes & Jacuzzi**  
Sponsored by: **Kempkey Insurance Services, Inc.**  
Date: **May 2010**
239. **“WHAT WORKS WITH THE ALPHABET: ADA, FEHA, FMLA, CFRA, ETC.”**  
**Making Workers’ Comp Work Conference 2010**  
Date: **March 2010**
238. **“EMPLOYMENT LAW UPDATES FOR 2010”**  
Presented by: **Simpson, Garrity, Innes & Jacuzzi**  
Date: **February/March 2010**
237. **“LEGAL UPDATES FOR THE NEW YEAR”**  
Presented to: **HR Connect**  
Date: **January 2010**
236. **“UNLAWFUL TERMINATION OF EMPLOYMENT”**  
Presented for: **Call-in Radio Talk Show Station KALW 91.7 FM**  
**Program “Your Legal Rights”**  
Date: **January 2010**
235. **“PREVENTING HARASSMENT: TAKING ALL REASONABLE STEPS”**  
**SUPERVISORY TRAINING COMPLYING WITH GOVERNMENT CODE SECTION 12950.1**  
Presented by: **Simpson, Garrity, Innes & Jacuzzi**  
Date: **December 2009**

- 234. “EFFECTIVE DISCIPLINING AND TERMINATING STRATEGIES”**  
Presented by: Simpson, Garrity, Innes & Jacuzzi  
Date: October/November 2009
- 233. “PRACTICAL SOLUTIONS IN PREVENTING AND INVESTIGATING HARASSMENT CLAIMS”**  
Presented by: Simpson, Garrity, Innes & Jacuzzi  
Date: June/July/August 2009
- 232. “SEXUAL HARASSMENT PREVENTION”**  
Presented to: San Mateo County Employer Advisory Council  
Date: July 2009
- 231. “PREVENTING HARASSMENT: TAKING ALL REASONABLE STEPS” SUPERVISORY TRAINING COMPLYING WITH GOVERNMENT CODE SECTION 12950.1**  
Sponsored by: Suhr Risk Services  
Date: May 2009
- 230. “FAMILY AND MEDICAL LEAVE LAWS IN CALIFORNIA: A LEGAL ROADMAP”**  
Presented to: Human Resources Non-Profit Professionals Network (HRNPPN)  
Date: May 2009
- 229. “FAMILY AND MEDICAL LEAVE LAWS IN CALIFORNIA: A LEGAL ROADMAP”**  
Presented by: Simpson, Garrity, Innes & Jacuzzi  
Date: April/May 2009
- 228. “LEGAL UPDATES FOR 2009”**  
Presented to: HR Connect  
Date: January 2009
- 227. “KEY EMPLOYMENT LAW DEVELOPMENTS IN 2008”**  
Presented to: Thoits Insurance  
Date: November 2008
- 226. “WAGE, OVERTIME, MEAL PERIOD AND REST PERIOD LAWSUITS; PREVENTION AND FIRST AID”**  
Presented by: Simpson, Garrity & Innes  
Date: September/October 2008
- 225. “PERFORMANCE REVIEWS: PREVENTING LAWSUITS AND MANAGEMENT SOLUTIONS”**  
Presented to: HR Connect  
Date: March 2008

- 224. “MEDICAL LEAVE LAWS IN CALIFORNIA: QUESTIONS & ANSWERS”**  
Presented to: Northern California Human Resources Association  
Date: February 2008
- 223. “HOW TO INVESTIGATE EMPLOYEE MISCONDUCT: A STEP-BY-STEP GUIDE”**  
Presented by: Simpson, Garrity & Innes  
Date: September/October 2007
- 222. “PREVENTING HARASSMENT: TAKING ALL REASONABLE STEPS” SUPERVISORY TRAINING COMPLYING WITH GOVERNMENT CODE SECTION 12950.1”**  
Sponsored by: Suhr Risk Services  
Date: August 2007
- 221. “MEDICAL LEAVE LAWS IN CALIFORNIA”**  
Presented by: Simpson, Garrity & Innes  
Date: May/June 2007
- 220. “SEXUAL HARASSMENT PREVENTION UPDATE”**  
Presented to: San Mateo County Employer Advisory Council  
Date: March 2007
- 219. “2007 LEGAL AND LEGISLATIVE UPDATES”**  
Presented to: HRExecNet  
Date: February 2007
- 218. “2007 LEGAL AND LEGISLATIVE UPDATES”**  
Presented to: NCHRA  
Date: January/February 2007
- 217. “2007 LEGAL AND LEGISLATIVE UPDATES”**  
Presented to: HR Connect  
Date: January 2007
- 216. “EFFECTIVE HIRING FOR 2007”**  
Presented by: Simpson, Garrity & Innes  
Date: November/December 2006
- 215. “INVESTIGATING EMPLOYEE MISCONDUCT”**  
Presented to: NCHRA  
Date: October/November 2006
- 214. “MEDICAL LEAVE LAWS IN CALIFORNIA: QUESTIONS AND ANSWERS”**  
Presented to: HR Connect

- Date: October, 2006
213. **“COURT LAW UPDATE”**  
Presented to: NCHRA 2006 Fall Legislative Conference  
Date: October 2006
212. **“CALIFORNIA EMPLOYMENT LAW UPDATE 2006 CONFERENCE”**  
Presented by: Presented by Ronald F. Garrity (Subject: Hiring)  
Date: October 2006
211. **“PREEMPLOYMENT MEDICAL INQUIRIES AND EXAMS: NAVIGATING THE MINEFIELD”**  
Article Published in: San Francisco Attorney  
Date: Summer 2006
210. **“PREVENTING WHISTLEBLOWER AND RETALIATION LAWSUITS”**  
Presented by: Simpson, Garrity & Innes  
Date: July/August 2006
209. **“PREVENTING HARASSMENT: TAKING ALL REASONABLE STEPS”  
SUPERVISORY TRAINING COMPLYING WITH GOVERNMENT CODE SECTION 12950.1**  
Presented by: Simpson, Garrity & Innes  
Date: June 2006
208. **“NEGOTIATING DIFFICULT WORKPLACE CONVERSATIONS”**  
Presented to: Bar Association of San Francisco  
Date: April 2006
207. **“THE RULES OF THE ROAD: HIRING, MANAGING, TERMINATING WITHIN THE LAW”**  
Presented to: The Southern Alameda County Employer Advisory Council and The Employment Development Department  
Date: March, 2006
206. **“INJURED AND DISABLED WORKERS: EMPLOYERS’ OBLIGATIONS”**  
Presented by: Simpson, Garrity & Innes  
Date: February/March 2006
205. **“2006 LEGISLATIVE AND COURT LAW UPDATE”**  
Presented to: HRCA  
Date: January, 2006
204. **“2006 LEGISLATIVE AND COURT LAW UPDATE”**  
Presented to: TV-NHRA

- Date: January, 2006
- 203. “2006 LEGISLATIVE AND COURT LAW UPDATE”**  
Presented to: NCHRA 2006 Spring Legislative Update Conference  
Date: January/February, 2006
- 202. “TO TEST OR NOT TO TEST: CAN EMPLOYERS DRUG TEST ON A RANDOM BASIS IN CALIFORNIA?”**  
Article Published in: The Docket  
Date: December, 2005/January 2006
- 201. “MENTAL HEALTH DISABILITY CLAIMS”**  
Presented to: Practising Law Institute  
Date: November, 2005
- 200. “2005 COURT AND LEGISLATIVE LAW UPDATE”**  
Presented to: TV-NHRA  
Date: October, 2005
- 199. “2005 COURT AND LEGISLATIVE LAW UPDATE”**  
Presented to: HR Connect  
Date: October, 2005
- 198. “2005 COURT LAW UPDATE”**  
Presented to: NCHRA 2005 Fall Legal and Legislative Update Conference  
Date: October, 2005
- 197. “TRADE SECRET VIOLATIONS: GIVING INSTRUCTIONS TO FUTURE EMPLOYEES”**  
Article Published in: SSF Chamber Business in Brief Newsletter  
Date: October, 2005
- 196. “INVESTIGATING EMPLOYEE MISCONDUCT”**  
Presented by: Simpson, Garrity & Innes  
Date: September/October, 2005
- 195. “LEGAL UPDATES FOR 2005”**  
Presented to: NCHRA  
Date: July, 2005
- 194. “TEMPORARY EMPLOYEES: DO THEY BELONG TO YOU?”**  
Article Published in: August 2005 Newsletter  
South San Francisco Chamber of Commerce  
Date: August, 2005
- 193. “WHEN MUST MEDICAL EXAMINATIONS BE CONDUCTED?”**

- Article Displayed on: Website  
National Human Resources Association  
Date: June, 2005
- 192. “TEMPORARY EMPLOYEES: DO THEY BELONG TO YOU?”**  
Article Displayed on: Website  
National Human Resources Association  
Date: June, 2005
- 191. “APPLICATION OF THE DOMESTIC PARTNER AND RESPONSIBILITY ACT TO EMPLOYMENT ISSUES”**  
Presented to: San Mateo County Bar Association  
Date: May, 2005
- 190. “EFFECTIVE DISCIPLINING & TERMINATING STRATEGIES FOR 2005”**  
Presented by: Simpson, Garrity & Innes  
Date: May, June and July 2005
- 189. “PREVENTING HARASSMENT: TAKING ALL REASONABLE STEPS” SUPERVISORY TRAINING COMPLYING WITH GOVERNMENT CODE SECTION 12950.1**  
Presented by: Simpson, Garrity & Innes  
Date: Numerous Dates, 2005
- 188. “EFFECTIVELY PREVENTING HARASSMENT LAWSUITS”**  
Presented to: Thoits Insurance (CITE Workshop)  
Date: March, 2005
- 187. “PREVENTING SEXUAL HARASSMENT AND MANDATORY TRAINING”**  
Presented to: San Mateo County Employer Advisory Council  
Date: March, 2005
- 186. “WAGE AND OVERTIME LAWSUITS: PREVENTION AND FIRST AID”**  
Presented by: Simpson, Garrity & Innes  
Date: March, 2005
- 185. “DISABLED WORKERS IN CALIFORNIA: EMPLOYEES’ RIGHTS AND EMPLOYERS’ RESPONSIBILITIES”**  
Presented by: Simpson, Garrity & Innes  
Date: December, 2004
- 184. “CONTINGENT WORKERS: A LEGAL ROADMAP FOR ENGAGING INDEPENDENT CONTRACTORS, TEMPORARY EMPLOYEES AND LEASED EMPLOYEES”**  
Presented by: Simpson, Garrity & Innes  
Date: September, 2004

- 183. “EMPLOYEE THEFT OF TRADE SECRETS”**  
Presented to: HR Connect  
Date: September, 2004
- 182. “THE NEW FLSA RULES: INSIDE AND OUTSIDE OF CALIFORNIA”**  
Presented to: JAHRA  
Date: September, 2004
- 181. “THE IMPORTANCE OF WRITTEN POLICIES”**  
Article Published in: Monday Morning Monthly  
Northern California Chapter, The National Electrical Contractors  
Association  
Date: July, 2004
- 180. “LEAVES OF ABSENCE”**  
Presented to: California Employment Development Department  
Date: June 2004
- 179. “MEDICAL LEAVE LAWS IN CALIFORNIA: QUESTIONS AND ANSWERS”**  
Presented by: Simpson, Garrity & Innes  
Date: April/May 2004
- 178. “LEGAL UPDATES FOR 2004”**  
Presented to: HRCA  
Date: February 2004
- 177. “EMPLOYEE HANDBOOKS AND PERSONNEL POLICIES”**  
Presented to: NECA  
Date: February 2004
- 176. “LEGAL UPDATES FOR 2004”**  
Presented by: Simpson, Garrity & Innes  
Date: January/February 2004
- 175. “LEGAL UPDATES FOR 2004”**  
Presented to: Tri-Valley Human Resources Association

Date: January 2004

**174. “LEGAL UPDATES FOR 2004”**

Presented to: Northern California Human Resources Association  
Date: January 2004

**173. “EMPLOYMENT LAW STRATEGIES”**

Presented to: NECA – Northern California Chapter  
Date: November 2003

**172. “CALIFORNIA LEGAL UPDATE: MEDICAL LEAVE AND FAMILY TEMPORARY DISABILITY INSURANCE”**

Presented to: NHRA – South Bay Affiliate  
Date: October 2003

**171. “PERSONNEL: 2003 LEGAL UPDATE AND REVIEW”**

Presented to: Thoits Insurance  
Date: July 2003

**170. “DEALING EFFECTIVELY WITH SEXUAL HARASSMENT IN THE WORKPLACE”**

Speech Presented to : San Mateo County Employer Advisory Council  
Date: July 2003

**169. “MEDICAL LEAVE LAWS IN CALIFORNIA: A LEGAL ROADMAP”**

Speech Presented to : HR Connections  
Date: June 2003

**168. “EMPLOYMENT LAW UPDATES FOR 2003”**

Speech Presented to: Northern California Human Resources Association  
Date: June 2003

**167. “EMPLOYEE HANDBOOKS AND PERSONNEL POLICIES MANUALS”**

Speech Presented by: Simpson, Garrity & Innes  
Date: May/June 2003

**166. “EMPLOYEE THEFT OF CONFIDENTIAL INFORMATION: PREVENT AND FIRST AID”**

Speech Presented by: Simpson, Garrity & Innes  
Date: March 2003

**165. “LEGAL UPDATES FOR 2003”**

Speech Presented to: HRCA  
Date: February 2003

**164. “LEGAL UPDATES FOR 2003”**

Speech Presented to: Tri-Valley Human Resources Association  
Date: January 2003

**163. “MEDICAL LEAVE LAWS IN CALIFORNIA: A LEGAL ROADMAP”**

Speech Presented by: Simpson, Garrity & Innes  
Date: December 2002

**162. “WAGE AND OVERTIME LAWSUITS: PREVENTION AND FIRST AID”**

Speech Presented to: National Human Resources Association, South Bay Affiliate  
Date: November 2002

**161. “WAGE AND OVERTIME LAWSUITS: PREVENTION AND FIRST AID”**

Speech Presented by: Simpson, Garrity & Innes  
Date: September/October 2002

**160. “MEDICAL LEAVE LAWS IN CALIFORNIA”**

Speech Presented at: Sierra Point Credit Union  
Date: July 2002

**159. “PRACTICAL SOLUTIONS IN PREVENTING AND INVESTIGATING HARASSMENT CLAIMS”**

Speech Presented by: Firm Labor and Employment Group  
Date: June/July 2002

**158. “THE IMPACT TO EMPLOYERS FROM AMENDMENTS TO THE CALIFORNIA CONSUMER AGENCIES ACT”**

Speech Presented to: San Mateo County Bar Association, Labor and Employment Law Section  
Date: May, 2002

- 157. "NEW BACKGROUND CHECK REQUIREMENTS"**  
Article Published in: Northern California Chapter, The National Electrical Contractors  
Association  
Date: April, 2002
- 156. "OVERTIME & EXEMPTIONS: UNDERSTANDING THE NEW LAW"**  
Speech Presented to: HR Connections  
Date: April 2002
- 155. "PRACTICAL SOLUTIONS IN PREVENTING AND INVESTIGATING SEXUAL HARASSMENT CLAIMS"**  
Speech Presented to: National Human Resources Association, South Bay  
Date: March, 2002
- 154. "REDUCTIONS-IN-FORCE: A LEGAL ROADMAP"**  
Speech Presented by: Simpson, Garrity & Innes  
Date: March, 2002
- 153. "EFFECTIVE INTERVIEWING AND LEGALLY DISCIPLINING AND DISCHARGING EMPLOYEES; LEGAL UPDATES FOR 2002"**  
Speech Presented to: Thoits Insurance  
Date: January, 2002
- 152. "LEGAL UPDATES FOR 2002"**  
Speech Presented to: Tri-Valley Human Resources Association  
Date: January, 2002
- 151. "LEGAL UPDATES FOR 2002"**  
Speech Presented to: JAHRA  
Date: January, 2002
- 150. "DISABLED WORKERS IN CALIFORNIA: DO THEY HAVE UNLIMITED RIGHTS"**  
Speech Presented by: Simpson, Garrity & Innes  
Date: November/December 2001

- 149. "REDUCTIONS-IN-FORCE"**  
Speech Presented to: Thoits Insurance  
Date: November, 2001
- 148. "FML NOTICE REQUIREMENTS"**  
Article Published in: Tri-Valley Human Resources Association, Horizons  
Date: Fall, 2001
- 147. "OVERTIME AND EXEMPTIONS: UNDERSTANDING THE NEW LAW"**  
Speech Presented by: Simpson, Garrity & Innes  
Date: September, 2001
- 146. "INJURED & DISABLED WORKERS: EMPLOYEES' OBLIGATIONS AND EMPLOYEES' PRIVACY RIGHTS"**  
Speech Presented to: Tri-Valley Human Resources Association  
Date: June, 2001
- 145. "THE LEGAL SIDE OF ABSENCE ISSUES"**  
Speech Presented to: HR Connection  
Date: May, 2001
- 144. "EFFECTIVE DISCIPLINING & TERMINATING STRATEGIES FOR 2001"**  
Speech Presented by: Simpson, Garrity & Innes  
Date: April/May 2001
- 143. "COMPUTER PROFESSIONAL EXEMPTION ADOPTED"**  
Article Published in: Tri-Valley Human Resources Association, Horizons  
Date: Spring 2001; Winter 2001
- 142. "LEGAL UPDATES FOR 2001"**  
Speech Presented to: Tri-Valley Human Resources Association  
Date: January, 2001
- 141. "OVERTIME AND EXEMPTIONS: A STEP-BY-STEP GUIDE TO AB60"**  
Speech Presented by: Simpson, Garrity & Innes  
Date: December 2000/January 2001

140. **"TRADE SECRET VIOLATIONS: GIVING INSTRUCTIONS TO FUTURE EMPLOYEES"**  
Article Published in: The Management Advantage, Inc.  
Date: Fall, 2000
139. **"TRADE SECRET VIOLATIONS: GIVING INSTRUCTIONS TO FUTURE EMPLOYEES"**  
Article Published in: Tri-Valley Human Resources Association, Horizons  
Date: Fall, 2000
138. **"EMPLOYEE THEFT OF TRADE SECRETS: PREVENTION AND FIRST AID"**  
Speech Presented by: Simpson, Garrity & Innes  
Date: May, 2000
137. **"PERSONNEL ISSUES: EFFECTIVE INTERVIEWING AND LEGALLY DISCIPLINING AND DISCHARGING EMPLOYEES"**  
Speech Presented to: Thoits Insurance  
Date: March, 2000
136. **"INFORMATION ABOUT YOUR EMPLOYEES: WHAT CAN YOU OBTAIN?"**  
Speech Presented by: Firm Labor and Employment Department  
Date: September, 1999
135. **"MEDICAL LEAVE AND THE AMERICANS WITH DISABILITIES ACT"**  
Speech Presented to: The California Circuits Association  
Date: April, 1999
134. **"INJURED AND DISABLED WORKERS: EMPLOYERS' OBLIGATIONS"**  
Speech Presented by: Firm Labor and Employment Department  
Date: February, 1999
133. **"FAMILY AND MEDICAL LEAVE -- 1999 UPDATES"**  
Speech Presented to: Council on Education in Management  
Date: January, 1999
132. **"CRIMINAL HISTORY: WHAT CAN YOU ASK?"**  
Article Published in: Tri-Valley Human Resources Association, Horizons  
Date: Winter, 1999

- 131. "1999 LEGAL UPDATES"**  
Speech Presented to: Tri-Valley Human Resources Association  
Date: January, 1999
- 130. "1999 LEGAL UPDATES"**  
Speech Presented to: The HR Connection  
Date: January, 1999
- 129. "PREPARING FOR SCRUTINY - GETTING ANTI-DISCRIMINATION AND EEO POLICIES IN LINE WITH THE LATEST IN DISCRIMINATION LAW AND ENFORCEMENT"**  
Speech Presented to: Council on Education in Management  
Date: December, 1998
- 128. "EFFECTIVE DISCIPLINING & TERMINATING STRATEGIES FOR 1998"**  
Speech Presented by: Firm Labor and Employment Department  
Date: August, 1998
- 127. "INTERNAL HARASSMENT COMPLAINTS: A STEP-BY-STEP GUIDE FOR EMPLOYER RESPONSE"**  
Speech Presented by: Firm Labor and Employment Department  
Date: May, 1998
- 126. "LEGAL UPDATES FOR 1998"**  
Speech Presented to: Tri-Valley Human Resources Assn.  
Date: January, 1998
- 125. "INFORMATION ABOUT YOUR EMPLOYEES: WHAT CAN YOU OBTAIN?"**  
Speech Presented by: Firm Labor and Employment Department  
Date: January, 1998
- 124. "THE NEW CALIFORNIA ERGONOMICS REGULATION"**  
Date: December, 1997
- 123. "HIRING, FIRING & DISCIPLINING"**

Speech Presented to: 1997 LACN Convention  
Date: November, 1997

**122. "EMPLOYMENT CONTRACTS ARE USEFUL TOOLS"**

Article in: Northern California Chapter, The National Electrical Contractors  
Association  
Date: October, 1997

**121. "COPING WITH EMPLOYEES' PSYCHIATRIC DISABILITIES - A NEW  
"MINE FIELD" FOR EMPLOYERS"**

Speech Presented by: Firm Labor and Employment Department  
Date: September, 1997

**120. "LEGAL UPDATES FOR 1997"**

Speech Presented to: American Management Association  
Date: June, 1997

**119. "EMPLOYMENT PRACTICES LIABILITY INSURANCE ("EPL")  
LEARN BEFORE YOU BUY"**

Speech Presented to: Bar Association of San Francisco  
Date: June, 1997

**118. "LEGAL UPDATES FOR 1997"**

Speech Presented to: International Association of Pre-Management Professionals  
Date: May, 1997

**117. "SEXUAL HARASSMENT -- WHAT TO DO WHEN IT INVOLVES  
VOLUNTEERS"**

Speech Presented to: San Mateo Chamber of Commerce  
1997 Annual W.A.C.E. Conference  
Date: February, 1997

**116. "COMPELLING ALCOHOL REHABILITATION -- BEWARE"**

Article Published in: Tri-Valley Human Resources Association, Horizons  
Date: Winter, 1997

**115. "LEGAL UPDATES FOR 1997"**

Speech Presented to: Tri-Valley Human Resources Association  
Date: January 21, 1997

**114. "EMPLOYMENT PRACTICES LIABILITY INSURANCE: ONE SIZE DOESN'T FIT ALL"**

Article Published in: The HR Bulletin - NCHRC  
Date: December, 1996

**113. "CONTINGENT WORKERS: A LEGAL ROADMAP FOR ENGAGING INDEPENDENT CONTRACTORS, TEMPORARY EMPLOYEES AND LEASED EMPLOYEES"**

Speech Presented by: Firm Labor and Employment Department  
Date: December, 1996

**112. "EFFECTIVE HIRING FOR 1996"**

Speech Presented to: American Management Assn.  
Date: October, 1996

**111. "HIRING AND FIRING"**

Speech Presented to: San Mateo Chamber of Commerce Link 96  
Date: September, 1996

**110. "PREVENTING LITIGATION THROUGH EFFECTIVE PERFORMANCE APPRAISALS"**

Speech Presented by: Firm Labor and Employment Department  
Date: September, 1996

**109. "IDENTIFYING AND PREVENTING SEXUAL HARASSMENT"**

Speech Presented to: National Association of Insurance Women ("NAIW")  
Date: June, 1996

**108. "INTERNAL HARASSMENT COMPLAINTS: A STEP BY STEP GUIDE FOR EMPLOYER RESPONSE"**

Speech Presented by: Firm Labor and Employment Department  
Date: May, 1996

**107. "THE DISTINCTION BETWEEN EMPLOYEES AND INDEPENDENT CONTRACTORS" AND**

**"INDEPENDENT CONTRACTOR COUNTDOWN"**

Speech Presented to: American Management Assn.

Date: May, 1996

**106. "THE FAMILY AND MEDICAL LEAVE ACT: NOTICE AND RECORDKEEPING TRAPS"**

Article Published in: Tri-Valley Human Resources Association, Horizons

Date: April, 1996

**105. "LEGAL UPDATES FOR 1996"**

Speech Presented to: Tri-Valley Human Resources Association

Date: March, 1996

**104. "EFFECTIVE DISCIPLINING & TERMINATING STRATEGIES FOR 1996"**

Speech Presented by: Firm Labor and Employment Department

Date: March, 1996

**103. "HIRING, FIRING & DISCIPLINING"**

Speech Presented to: American Subcontractors Assn.

Date: February, 1996

**102. "THE FAMILY AND MEDICAL LEAVE ACT: NOTICE AND RECORDKEEPING TRAPS"**

Article Published in: Tri-Valley Human Resources Association, Horizons

Date: January, 1996

**101. "PREVENTING HARASSMENT IN THE WORKPLACE"**

Speech Presented to: Peninsula Bookkeepers Assn.

Date: November, 1995

**100. "HIRING, FIRING & DISCIPLINING"**

Speech Presented to: CPA/Law Forum

Date: November, 1995

**99. 1995 EMPLOYMENT LAW SYMPOSIUM FOR MANAGEMENT "CLOSING THE DOOR ON LAWSUITS"**

Speech Presented by: Firm Labor and Employment Department

Date: October, 1995

**98. "HIRING AND FIRING"**

Speech Presented to: San Mateo Chamber of Commerce  
Link 95

Date: September, 1995

**97. "EFFECTIVE HIRING FOR 1995"**

Speech Presented by: Firm Labor and Employment Department

Date: September, 1995

**96. "PREVENTING WORKPLACE VIOLENCE: NUTS & BOLTS"**

Speech Presented to: National Human Resources Assn.  
Bay Area Affiliate

Date: August, 1995

**95. "THE LEGAL SIDE OF ABSENCE ISSUES"**

Speech Presented to: Bay Area Human Resources Association

Date: March, 1995

**94. "1995 EMPLOYMENT LAW UPDATE"**

Speech Presented to: Printed Circuit Board  
Human Resources Group

Date: March, 1995

**93. "RESPONDING TO INTERNAL HARASSMENT COMPLAINTS"**

Speech Presented to: National Electrical Contractors Association  
South Bay Chapter

Date: March, 1995

**92. "INTERNAL HARASSMENT COMPLAINTS: A STEP-BY-STEP  
GUIDE FOR EMPLOYER RESPONSE"**

Speech Presented by: Firm Labor and Employment Department

Date: February/March 1995

**91. "LEGAL UPDATE FOR 1995"**

Speech: Tri-Valley Human Resources Association

Date: January, 1995

90. **"TEST YOUR ADA KNOWLEDGE"**  
Article Published in: Tri-Valley Human Resources Association, Horizons  
Date: Winter, 1995
89. **"SUBPOENAS FOR EMPLOYEE RECORDS"**  
Article Published in: Tri-Valley Human Resources Association, Horizon  
Date: Winter, 1994
88. **1994 EMPLOYMENT LAW SYMPOSIUM FOR MANAGEMENT  
"CLOSING THE DOOR ON LAWSUITS"**  
Speech Sponsored by: Bay Area Human Resources Association  
Date: October, 1994
87. **"PREVENTING HARASSMENT IN THE WORKPLACE"**  
Speech Presented by: Firm Labor and Employment Department  
Date: October, 1994
86. **"EMPLOYMENT LAWS YOU NEED TO KNOW"**  
Speech: CDLA  
Date: October, 1994
85. **"THE LEGAL SIDE OF ABSENCE ISSUES"**  
Speech Sponsored by: Griffiths Insurance Agency  
Date: October, 1994
84. **"LEAVES OF ABSENCE; INTEGRATING LEAVE LAWS IN  
CALIFORNIA; WHAT IS AN EMPLOYER TO DO?"**  
Speech Presented by: Firm Labor and Employment Department  
Date: October, 1994
83. **"DISTINCTION BETWEEN INDEPENDENT CONTRACTORS  
AND EMPLOYEES"**  
Article Published in: Tri-Valley Human Resources Association, Horizons  
Date: Fall, 1994
82. **"INDEPENDENT CONTRACTOR OR EMPLOYEE?"**

Article Published in: CDLA  
Date: September/October 1994

81. **"HIGHLIGHTS OF NEW FAMILY AND MEDICAL LEAVE AND PREGNANCY DISABILITY PROPOSED REGULATIONS"**  
Speech Sponsored by: Bay Area Human Resources Association  
Date: August, 1994
  
80. **"END OF ABSHIRE RULE"**  
Article Published in: Tri-Valley Human Resources Association  
Date: Summer, 1994
  
79. **"FMLA NOTICE AND RECORDKEEPING TRAPS"**  
Article Published in: CDLA  
Date: July/August 1994
  
78. **"SEXUAL HARASSMENT: ORGANIZATIONAL ISSUES AND RESPONSES"**  
Speech Presented by: Firm Labor and Employment Department  
Date: July 12, 1994
  
77. **"AVOIDING, INVESTIGATING, RESOLVING, AND LITIGATING SEXUAL HARASSMENT CLAIMS"**  
Speech Presented by: Firm Labor and Employment Department  
Date: July, 1994
  
76. **"UNDERSTANDING LEAVES OF ABSENCE"**  
Speech Presented by: Firm Labor and Employment Department  
Date: July, 1994
  
75. **"PREVENTING UNLAWFUL HARASSMENT"**  
Speech Sponsored by: Institute In Organizational Management  
Date: July, 1994
  
74. **"EMPLOYMENT CONTRACTS FOR EVERYONE"**  
Article Published in: CDLA  
Date: May/June 1994

73. **"OBLIGATIONS REGARDING HARASSMENT AND BIAS"**  
Speech Presented by: Firm Labor and Employment Department  
Date: May, 1994
72. **"INDIVIDUAL EMPLOYMENT RIGHTS"**  
Article Published in: Bureau of National Affairs, Inc.  
Labor Relations Reporter  
Date: April 26, 1994
71. **"PREVENTING SEXUAL HARASSMENT AND RESULTING CLAIMS"**  
Speech Sponsored by: Construction Financial  
Management Association (CFMA)  
San Francisco Bay Area Chapter  
Date: April, 1994
70. **"EMPLOYMENT CONTRACTS FOR EVERYONE"**  
Speech Sponsored by: The American Management Association  
Date: April, 1994
69. **"EMPLOYEE THEFT OF TRADE SECRETS: PREVENTION AND FIRST AID"**  
Speech Sponsored by: The American Management Association  
Date: April, 1994
68. **"EMPLOYMENT CONTRACTS FOR EVERYONE - PART 1 of 2"**  
Article Published in: Dataline  
Date: March/April 1994
67. **"FAMILY AND MEDICAL LEAVE: AN OVERVIEW"**  
Article Published in: CFMA Building Contracts  
Date: March/April 1994
66. **"EFFECTIVELY PREVENTING SEXUAL HARASSMENT CLAIMS"**  
Speech Sponsored by: San Mateo Chamber of Commerce  
Date: March, 1994
65. **"WORKER'S COMPENSATION V. ADA"**  
Speech Sponsored by: Printed Circuit Board Human Resources Group  
Date: February, 1994

64. **"SUBPOENAS FOR EMPLOYEE RECORDS: LOOKS OFFICIAL, BUT"**  
Article Published in: Tri-Valley Human Resources Association - Horizons  
Date: Winter 1994
63. **"TEST YOUR ADA KNOWLEDGE"**  
Article Published in: CDLA  
Date: January/February 1994
62. **"ADA VERSUS WORKER'S COMPENSATION"**  
Article Published in: South San Francisco Chamber of  
Commerce Business in Brief  
Date: January, 1994
61. **"BALANCING THE ADA AND WORKERS' COMPENSATION"**  
Speech Sponsored by: The Bay Area Human Resources Association  
Date: January, 1994
60. **"SUBPOENAS FOR EMPLOYEE RECORDS: IT LOOKS OFFICIAL BUT ..."**  
Article published in: The San Mateo Chamber of Commerce Comments  
Date: January, 1994
59. **"EMPLOYMENT CONTRACTS FOR EVERYONE"**  
Book published by: Firm Labor and Employment Department  
Date: December, 1993
58. **"BEWARE OF IRCA'S REQUIREMENTS"**  
Article published in: Dataline  
Date: November/December, 1993
57. **"WORKERS' COMPENSATION AND THE ADA"**  
Speech Sponsored by: Japanese Association of Human  
Resources Administrators  
Date: November, 1993
56. **"AMERICANS WITH DISABILITIES ACT v. WORKERS' COMPENSATION:  
EMPLOYERS BEWARE"**

Article published in: Tri-Valley Human Resources Association - Horizons  
Date: Fall, 1993

**55. "WORKERS' COMPENSATION v. ADA: WHICH LAW WINS"**

Speech Sponsored by: Griffiths Insurance Agency,  
FHP and Great States Insurance Company  
Date: October, 1993

**54. "WORKERS' COMPENSATION v. ADA"**

Speech Sponsored by: The Tri-Valley Human Resources Association  
Date: October, 1993

**53. "LEAVE LAW IN CALIFORNIA: EMPLOYERS' OBLIGATIONS AND PREROGATIVES, FAMILY CARE LEAVE, PREGNANCY LEAVE, WORKERS' COMPENSATION, DISABILITY AND PERSONAL LEAVE"**

Speech Sponsored by: Firm Labor and Employment Department  
Date: October, 1993

**52. "EFFECTIVE HIRING, EMPLOYMENT CONTRACTS, AND NON-COMPETE AND NO SOLICITATION AGREEMENTS"**

Speech Sponsored by: Firm Labor and Employment Department  
Dated: October, 1993

**51. "FAMILY MEDICAL LEAVE ACT: AN OVERVIEW"**

Article published in: Dataline  
Date: September/October, 1993

**50. "EMERGING TRENDS IN EMPLOYMENT LAW"**

Speech Sponsored by: American Management Association  
Date: August, 1993

**49. "INDEPENDENT CONTRACTOR CRACKDOWN"**

Article published in: Dataline  
Date: July/August, 1993

**48. "BRIDGING THE GAP: EMPLOYERS' OBLIGATIONS REGARDING SEXUAL HARASSMENT"**

Speech Presented by: Firm Labor and Employment Department  
Date: July, 1993

47. **"CALIFORNIA'S DRUG TESTING RESTRICTIONS: AWAITING GUIDANCE FROM THE CALIFORNIA SUPREME COURT"**  
Article published in: The State Bar of California's  
California Labor and Employment Law Quarterly  
Date: Summer, 1993
46. **"INDEPENDENT CONTRACTOR CRACKDOWN"**  
Article published in: The San Mateo Chamber of Commerce Comments  
Date: June, 1993
45. **"EMPLOYMENT CONTRACTS FOR EVERYONE"**  
Speech Sponsored by: Firm Labor and Employment Department  
Date: June, 1993
44. **"INDEPENDENT CONTRACTOR: MAJOR ISSUES"**  
Article published in: South San Francisco Chamber of Commerce Business in Brief  
Date: June, 1993
43. **"PREVENTING SEXUAL HARASSMENT"**  
Article published in: Dataline  
Date: May/June, 1993
42. **"PREVENTING SEXUAL HARASSMENT COMPLAINTS"**  
Speech Sponsored by: The Printed Circuit Board Human Resources Group  
Date: May, 1993
41. **"EFFECTIVE AND EFFICIENT PRETRIAL PROCEDURES IN EMPLOYMENT LITIGATION"**  
Speech Sponsored by: The Labor and Employment Law Section of the California Bar  
Date: May, 1993
40. **"WEIGHT FOUND TO BE DISABILITY UNDER CALIFORNIA LAW; NEW HURDLES FOR EMPLOYERS"**  
Article published in: Northern California Human Resources Council Quarterly News  
Magazine  
Date: Spring 1993

39. **"TIME TO CONFRONT THE ADA"**  
Article published in: Dataline  
Date: March/April, 1993
  
38. **"EFFECTIVELY PREVENTING SEXUAL HARASSMENT COMPLAINTS"**  
Speech Sponsored by: The Bay Area Personnel Association  
Date: March, 1993
  
37. **"NO-DATING POLICIES, THE SHIELD AGAINST SEXUAL HARASSMENT"**  
Speech Sponsored by: Firm Labor and Employment Department  
Date: March, 1993
  
36. **"PREVENTING SEXUAL HARASSMENT CLAIMS"**  
Speech Sponsored by: The Tri-Valley Human Resources Association  
Date: March, 1993
  
35. **"1993 EMPLOYMENT LAW UPDATE"**  
Article published in: The San Mateo Chamber of Commerce Comments  
Date: February, 1993
  
34. **"DOING BUSINESS IN CALIFORNIA: 1993 EMPLOYMENT LAW UPDATE"**  
Article published in: South San Francisco Chamber of Commerce Business in Brief  
Date: February, 1993
  
33. **"1993 POLICY UPDATE"**  
Article in: Northern California Chapter, The National Electrical Contractors  
Association  
Date: February 8, 1993
  
32. **"PLANNING FOR HIRING & TERMINATION"**  
Speech Sponsored by: Bay Area Personnel Association  
Date: February, 1993
  
31. **"HIRING PRACTICES - DO'S AND DON'TS"**  
Speech Sponsored by: The Construction Financial Management Association  
Date: February, 1993

30. **"EMPLOYEE LEAVES OF ABSENCES"**  
Speech Presented to: The Printed Circuit Board Human Resources Group  
Date: February, 1993
  
29. **"EFFECTIVE HIRING FOR 1993"**  
Speech Sponsored by: Synergy Personnel Services and Firm Labor and Employment  
Department  
Date: February, 1993
  
28. **"PROTECTION OF TRADE SECRETS: PREVENTION AND FIRST AID"**  
Article published in: Dataline  
Date: January/February, 1993
  
27. **"DISABILITY AND DISCRIMINATION DEVELOPMENTS"**  
Speech Sponsored by: Associated Builders and Contractors  
Date: 1992
  
26. **"NEW EMPLOYMENT LAW REQUIREMENTS"**  
Article published in: The Bottomline  
Date: Winter 1992
  
25. **"ISSUES IN EMPLOYMENT LAW FOR THE 1990'S"**  
Speech Sponsored by: The San Mateo County Bar Association's Labor and Employment  
Law Section  
Date: December, 1992
  
24. **"TRADE SECRET VIOLATIONS: GIVING INSTRUCTIONS TO FUTURE EMPLOYEES"**  
Article published in: Dataline  
Date: November/December, 1992
  
23. **"LEAVES OF ABSENCES - LAWS, RULES AND REGULATIONS"**  
Speech Sponsored by: Firm Labor and Employment Department  
Date: September, 1992
  
22. **"REDUCTIONS IN FORCE"**  
Speech Sponsored by: Firm Labor and Employment Department

Date: July, 1992

**21. "KEY LEGAL ISSUES AFFECTING EMPLOYMENT DECISIONS"**

Speech Sponsored by: The Bay Area Distribution Council

Date: June, 1992

**20. "TERMINATING AND DOWNSIZING"**

Speech Sponsored by: The San Mateo Chamber of Commerce

Date: May, 1992

**19. "HIRING, DISCIPLINING AND TERMINATING IN THE COMPUTER LEASING AND REMARKETING INDUSTRY"**

Speech Sponsored by: The Computer Dealers & Lessors Association

Date: May, 1992

**18. "INJURED AND DISABLED WORKERS, EMPLOYERS' OBLIGATIONS IN THE 1990'S"**

Speech Sponsored by: The San Mateo County Bar Association Labor and Employment Law Section

Date: April, 1992

**17. "INDEPENDENT CONTRACTORS AND EMPLOYEE TERMINATIONS"**

Speech Sponsored by: The Peninsula Bookkeepers Association

Date: March, 1992

**16. "EFFECTIVELY INVESTIGATING AND RESOLVING SEXUAL HARASSMENT COMPLAINTS"**

Speech Sponsored by: The San Mateo Chamber of Commerce

Date: March, 1992

**15. "WAGE AND HOUR ISSUES"**

Speech Sponsored by: The Peninsula Bookkeepers Association

Date: February, 1992

**14. "FUNDAMENTALS OF HUMAN RESOURCES MANAGEMENT"**

Speech Sponsored by: The American Management Association

Date: February, 1992

13. **"NEW HURDLES FOR EMPLOYEE RELEASES"**  
Article published in: The San Francisco Attorney  
Date: Winter 1991
  
12. **"HIRING, DISCIPLINING AND TERMINATING"**  
Speech Sponsored by: Firm Labor and Employment Department  
Date: December, 1991
  
11. **"PREVENTING, INVESTIGATING AND RESOLVING SEXUAL HARASSMENT COMPLAINTS WITHOUT LITIGATION"**  
Speech Sponsored by: Firm Labor and Employment Department  
Date: November, 1991
  
10. **"ISSUES IN EMPLOYMENT LAW FOR THE 1990'S"**  
Speech Sponsored by: The San Mateo County Bar Association Labor and Employment Law Section  
Date: November, 1991
  
9. **"EMPLOYMENT ARBITRATION AGREEMENTS - REVITALIZED"**  
Article published in: The California Labor and Employment Law Quarterly  
Date: Fall 1991
  
8. **"WAGE AND HOUR WORKSHOP"**  
Speech Sponsored by: Firm Labor and Employment Department  
Date: March, 1991
  
7. **"FUNDAMENTALS OF HUMAN RESOURCES MANAGEMENT"**  
Speech Sponsored by: The American Management Association  
Date: February, 1991
  
6. **"EMPLOYEE RAIDING AND THEFT OF TRADE SECRETS: PREVENTION AND FIRST AID"**  
Speech Sponsored by: Kroll Associates, Inc. and Firm Labor and Employment Department  
Date: January, 1991

5. **"HOW EMPLOYERS MAY PROTECT PROPRIETARY AND CONFIDENTIAL INFORMATION"**  
Speech Sponsored by: The Bay Area Human Resource Executives' Council; September 1990  
Date: September, 1990
4. **"EMPLOYEE RAIDING AND THEFT OF TRADE SECRETS: PREVENTION AND FIRST AID"**  
Speech Presented by: Firm Labor and Employment Department  
Date: June, 1990
3. **"'COOK' MAY HELP REVIVE ARBITRATION"**  
Article published in: The Los Angeles Daily Journal  
Date: June, 1990
2. **"'COOK' LEADS TO NEW BIAS CLAIM RESOLUTION"**  
Article published in: Daily Journal  
Date: June, 1990
1. **"FUNDAMENTALS OF HUMAN RESOURCES MANAGEMENT"**  
Speech Sponsored by: The American Management Association  
Date: February, 1990