



What would a jury think of your company's employment practices?

In today's world, businesses have much more to worry about than competition. The sad truth is that some of the most debilitating and costly challenges can start right at the workplace with your employees.

Size of jury awards are UP!

According to the March 8, 1999 issue of *Business Insurance*, the median compensatory amount for discrimination and harassment awards skyrocketed 286% to \$250,000 in 1997. The median compensatory award for alleged wrongful termination or constructive discharge was \$162,500 in 1997. Thousands of dollars in punitive damages were awarded in addition to these amounts.

Simple ALLEGATIONS WILL COST YOU!

Even a completely groundless case costs an estimated \$20,000 to defend. The longer it takes to settle the claim, the more legal fees you will incur. There are also hidden costs due to the claim: the loss of valued employees, productivity, morale and your good reputation, time and money. Can you afford to lose any one of these?

Are you in compliance in the following areas?

Wrongful Termination:

Who does the jury favor when the "Big," "Bad," & "Oppressive," employer fires a "Hardworking," "Loyal," or "Sick," employee?

Discrimination:

Any form of discrimination helps to create an "Underdog" situation. Claims on average cost from \$100,000 to \$250,000 in defense costs alone.

Other Workplace Issues:

Invasion of Privacy, Wrongful Discipline, Wrongful Demotion, Negligent Hire, Wrongful Deprivation of a Career Opportunity and More.



Don't let a sympathetic jury get into your company's bottom line.

If you're looking for trouble, don't do a thing.

It's only a matter of time and money...

YOURS!

We offer comprehensive compliance checks of your employment practices.



COMPREHENSIVE AUDIT: Conducts a detailed analysis to determine how well your company is complying with EEOC requirements and coordinating these with other Federal guidelines.

NEEDS ASSESSMENT: Provides a written report outlining areas that need to be addressed. This identifies and accurately measures your company's problem areas and includes a suggested plan of action.

RECORDKEEPING ANALYSIS: Examines your current administrative process for documenting all employee activities throughout the work cycle. Forms will be provided in an administrative kit to serve as a permanent record of procedures.

POLICY REVIEW: A thorough dissection of your current policies and procedures to determine how you stand in the specific areas of Discrimination and Wrongful Termination.

IMPLEMENTATION SCHEDULE: The "How To" on integrating successful employment practices into your company's daily operations. A completion timeline will be established that is suitable to your individual schedule and priorities. This will clearly assign responsibilities to participants, establish training due dates, and demonstrate how involved we will be in the process.

MONITORING AND FOLLOW UP: We will continue to assist you in maintaining compliance, by providing you with periodic reviews and informative updates.

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