

## Speaker

**Jennifer M. Protas**, Hoge Fenton Attorneys

Jenn Protas helps employers navigate California's numerous employment laws and defends employers with an eye toward successful, yet cost-effective resolutions. Her practice focuses on matters related to wage and hour, litigation, employee leave, personnel management, human resource investigations, wrongful termination, harassment, discrimination, and retaliation. In addition, Jenn has substantial experience drafting employer policies and handbooks, confidentiality and nondisclosure agreements, separation agreements, and settlement agreements. Her practice also includes housing discrimination matters, general litigation, and business disputes.

## About the EAC

The Santa Clara County Employer Advisory Council (EAC) is composed of employer volunteers representing a cross section of business and industry. The EAC was developed to promote a stronger partnership between the California Employment Development Department (EDD) and the business community. Its commitment is to assist employers in conducting their business more effectively and efficiently, to provide information on employment-related issues, and to enhance the communication between the EDD and the private sector.

This EAC is a member of the California Employer Advisory Council.

For more information about EAC membership, meetings, or this seminar, call Linda Valenzuela at 408-216-6182 or email [linda.valenzuela@edd.ca.gov](mailto:linda.valenzuela@edd.ca.gov).

## Information

Online registration:

<http://ceac.org/region-2/santa-clara-county-eac/>

Deadlines:

All registrations and cancellations must be made by February 23, 2017.

Directions:

From Highway 101 South, exit Montague Expressway. Take the first right on Laurelwood Road. The hotel is on the left.

For more information about the Santa Clara EAC, visit [www.ceac.org](http://www.ceac.org).

The EDD, an equal opportunity employer/program, is a partner in this event. Auxiliary aids and services are available upon request to individuals with disabilities. Request for services, aids, and/or alternate formats need to be made prior to the event by calling 408-216-6182 (voice). TTY users, please call the California Relay Service at 711.

The Santa Clara County  
Employer Advisory Council  
in partnership with the  
Employment Development Department  
present

## Wage and Hour



**Tuesday, February 28, 2017**  
7:30 a.m. to 10 a.m.

**Biltmore Hotel and Suites**  
2151 Laurelwood Road  
Santa Clara, CA 95054



**EDD** Employment  
Development  
Department  
State of California

## Topics

Finally, a wage and hour seminar and it is about time!

Wage and hour law has changed over time (pun intended). Join us for an interactive presentation on the current state of the law, sticky issues, and best practices. We will be facilitating the discussion through real-time polling technology, so please bring your smart phone (or other Wi-Fi enabled device). Test your knowledge, rock the vote, and learn how to avoid one of the most dreaded but common types of lawsuits for California employers!

Various issues covered will be:

- The Department of Labor's amended salary threshold for overtime exemption (currently stayed).
- Exempt vs. non-exempt classifications.
- Independent contractors vs. employees.
- Meal and rest break challenges.
- "Off the clock" work.
- Class and PAGA (Private Attorney General Act) claims.

## Who Should Attend

- Business owners
- Financial officers
- Human resource managers/staff
- Industrial relations managers
- Managers/supervisors

## Agenda

- 7:30 a.m. Registration and Breakfast Buffet
- 8:00 a.m. Welcome and Introduction
- 8:10 a.m. Program Begins
- 9:45 a.m. Closing Comments, Discussion Evaluation
- 10:00 a.m. Adjourn

This employer seminar is provided for educational and informational purposes only; it does not constitute an endorsement of the curriculum or speakers by the State of California Employment Development Department (EDD) or by the Santa Clara County Employer Advisory Council (EAC). Aside from staff designated to represent the EDD, we assume no responsibility for the accuracy, legality, or content of the materials provided during this event.

## Registration

 **Please type, print clearly, or attach your business card. One person per registration form. Use photocopies for additional attendees.** Fees for this seminar may be tax deductible. Check with your tax consultant for details.

Name of Attendee: \_\_\_\_\_

Title: \_\_\_\_\_

Company/organization: \_\_\_\_\_

Mailing address: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

E-mail address: \_\_\_\_\_

Number of employees: \_\_\_\_\_ Industry: \_\_\_\_\_

Please indicate any special accommodations required: \_\_\_\_\_

Space is limited. **Must register by: Thursday, February 23, 2017.** No refunds after: Thursday, February 23, 2017.

Cost: \$45 Members; \$90 Nonmembers.

Registration fee includes breakfast buffet and seminar materials.

Payment and/or registration for this event is available through PayPal at <http://ceac.org/region-2/santa-clara-county->.

Make checks payable to: Santa Clara County EAC

Mail with registration form to: **Santa Clara County EAC**  
**PO Box 640936**  
**San Jose, CA 95164-0936**

Total amount enclosed: \$ \_\_\_\_\_ for \_\_\_\_\_ persons.