

OUR TRAINERS



Patrick T. Collins
ptcollins@nmmlaw.com



George C. Hlavac
ghlavac@nmmlaw.com



Charles A. Bruder
cabruder@nmmlaw.com



David E. Cassidy
decassidy@nmmlaw.com



Annmarie Simeone
amsimeone@nmmlaw.com



Edward G. Sponzilli
egsponzilli@nmmlaw.com



Keya C. Denner
kcdenner@nmmlaw.com



Edward J. Easterly
eeasterly@nmmlaw.com



John Buckley
jbuckley@nmmlaw.com

WWW.NMMLAW.COM

Norris McLaughlin & Marcus, P.A.

ATTORNEYS AT LAW

EMPLOYEE TRAINING

**I hear and I forget.
I see and I remember.
I do and I understand.
- Confucius**

As our company has grown, so has our need for HR-related policies and training. We turned to Norris McLaughlin & Marcus to help us address the critical issue of workplace harassment.

This wasn't your prototypical lawyer droning on with legalese and boring our team for an hour. It was a common sense approach - one that we could all understand. It was engaging, captivating, and entertaining, driving home the must-knows about what workplace harassment is, how to recognize it and what to do about it.

The first part was for everyone in the company and was presented in a highly interactive, relevant way. The second part of the training was for managers, directors and company leadership to help us understand our duty to employees - and the risks to the company if we don't have proper policies, training, and documentation in place and if we fail to act properly.

NM&M turned what could have been a dry, dull and low-impact half-day time waster into a hugely valuable foundation on which we can act, create a harassment-free workplace, and ultimately, best protect employees and the company. On so many levels, this training session was worth every penny we invested and every minute away from our day-to-day work.

— Andrew Stanten, CEO and President, Altitude Marketing

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The **Labor & Employment Group** at Norris McLaughlin & Marcus believes it is essential to train employees and offers a complete range of affordable labor and employment training sessions for all employees, including human resource professionals and all levels of management, designed to help employers avoid expensive fines and litigation.

Training Sessions

Our dynamic speakers emphasize audience participation and role-playing to comply with the EEOC's guidance on legally effective training—encouraging audiences to listen more attentively during training, which can effect real change in the workplace. Most importantly, using attorneys to conduct training places management's stamp of importance on the subject.

- Harassment Training
 - Supervisor Session
 - Non-Supervisor Session
- Diversity Training
- Maintaining Positive Employee Relations Training
 - Union Avoidance Training
- Interviewing and the Hiring Process
- FMLA Training
- ADA Training
- Performance Evaluation Training
- Discipline and Termination Training
- Conducting Workplace Investigations Training
- Record and Document Retention Training
- Wage and Hour Training
- How to be an Effective Supervisor
(a comprehensive multi-hour training program)



For many years, we trained our employees using videos produced for harassment training. They were getting outdated and stale so we decided to try NMM Labor & Employment group's training, and it was a hit. Our employees were engaged, participated, and a number of them expressed how much they enjoyed the sessions NMM provided.

— Barry Fisher, President and GM, WFMZ-TV

Our training sessions provide employers of all sizes with the essential information to successfully maintain compliance with federal and state laws. Our employment law attorneys offer practical training, tailored to each client's industry and place of business, which helps managers identify and navigate "landmines" in the business organization. Employers whose supervisors have been properly trained will see the value of training when they experience fewer problems.

Training sessions can be held on-site at your facilities, anywhere in the United States, or in our state-of-the-art facilities in any of our offices.

We are constantly evaluating and revising our training sessions and developing new ones to keep pace with legal trends and our clients' needs.

We offer flexible pricing and are willing to discuss discounted rates for multiple sessions and special circumstances.

Please let us know what kind of training you would like to receive by emailing training@nmmlaw.com.