

## DISCIPLINE AND DISCHARGE: DOING IT RIGHT TO PROTECT YOUR ORGANIZATION

Simple mistakes made when disciplining and/or discharging employees all too often come back to haunt employers. When should you discipline/discharge? What background information and documentation should you obtain/prepare when disciplining/discharging? How you go about discharging an employee is often a critical factor in determining whether you will be sued.

Please join the Willis Human Capital Practice and Jennifer Sabourin of Miller, Canfield for this complimentary webcast on the what, when and how of employee discipline and discharge.

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| <b>DATE:</b> | Wednesday, February 27, 2013   | <b>TIME:</b>          | 9:00 AM – 10:00 AM Eastern Time             |
| <b>RSVP:</b> | by February 22, 2013<br>Via link – <a href="#">click here</a> .<br>Or you may contact Laura Vulcano<br><a href="mailto:laura.vulcano@willis.com">laura.vulcano@willis.com</a><br>+1 248 539 6605 | <b>TO JOIN EVENT:</b> | +1 866 692 4541<br>Participant Code 1372567 |

**JENNIFER L. SABOURIN** of the law firm Miller, Canfield, counsels employers in all facets of the employment relationship by providing advice on how to remain compliant with state and federal employment laws, as well as defending employers in agency charges and litigation. She is experienced in providing national training for hourly, management and executive-level employees, drafting employee handbooks, policies and contracts, and investigating claims of workplace discrimination, harassment and violence. Jennifer further counsels her clients on best practices in maintaining proactive employee relationships, including hiring, evaluating, disciplining and terminating employees. She represents employers in discrimination, harassment, retaliation, and violations of wage and hour matters pending in state and federal courts, as well as the Equal Employment Opportunity Commission, and various state employment agencies.

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