

invites clients and friends to a complimentary seminar

2012 Employment Law Update

(approved for 1.5 hours of MCLE credit)*

New legislation and case law mandates changes in the way you deal with employees in 2012 and beyond.

Sue M. Bendavid, Chair of our Employment Law Practice Group, will present a seminar to demonstrate how to best protect yourself from employee claims and potential litigation. Among other topics, Ms. Bendavid will discuss new laws regarding:

- **Dangers in Misclassifying Independent Contractors**
- **Obtaining Credit Reports for Potential Employees**
- **Providing Health Insurance During Pregnancy Leave**
- **Changes to Commission Agreements**
- **Updated Posting Requirements**
- **Additional Protections in the Fair Employment and Housing Act**
- **Increased 2012 Exemption Rates**
- **Changes in Analysis of Professional Exemption**
- **Updates on Meal and Rest Break Rules and Brinker**
- **Increased Penalties and Fees for Wage Violations**
- **Obligatory Notices When Hiring New Employees**



Sue M. Bendavid, Esq.

SEMINAR DETAILS

- **Tuesday, January 10, 2012**
8:00 a.m. - 9:30 a.m.
- **Seminar at Lewitt Hackman**
16633 Ventura Boulevard, 11th Floor
Encino, California 91436
- Light breakfast served
- Parking validated
- No charge to attend

RSVP to Chris Podbielski at 818.907.3271 or cpodbielski@lewitthackman.com

**Lewitt Hackman is a State Bar of California approved MCLE provider.*

LEWITT HACKMAN PROFESSIONAL & COMMUNITY ACTIVITIES 2011

- **Barry T. Harlan** and **David Gurnick** were named in the “*Southern California Best Lawyers 2012 Edition*”, which recently appeared in the *Los Angeles Times*. Barry is a **Certified Specialist in Family Law**, and David is a **Certified Specialist in Franchise and Distribution Law**, both as designated by the State Bar of California’s Board of Legal Specialization.
- **John B. Marshall** was recently selected as one of the *Valley’s Trusted Advisors* by the *San Fernando Valley Business Journal*, and **Sue M. Bendavid** was selected as one of the *Top Business Women of the Decade*, also by the *SFVBJ*.
- **Keith T. Zimmet** was rated **AV 5.0 Preeminent** by Martindale-Hubbell, the highest rating awarded by peers of the bar and judiciary for legal ability and ethics.
- *Los Angeles Magazine* named **Sue M. Bendavid, Barry T. Harlan, David Gurnick, Stephen T. Holzer, Michelle S. Robins** and **Andrew L. Shapiro** “Southern California Super Lawyers” this year. **David B. Bobrosky, Tal S. Grinblat, Kira S. Masteller, Vanessa Soto Nellis** and **Kevin E. Rex** were listed as “Rising Stars” in a later edition.
- **Sue M. Bendavid** won a court approved settlement for our transportation company client involved in a class action wage and hour suit with over 500 employees. The plaintiff alleged our client owed the employees overtime for four years prior to the filing of the complaint. The initial claimed damages was in excess of \$20 million, but our client was released from 98 percent of the claim.
- **Paul C. Bauducco** helped a subcontractor obtain payment of over \$700,000 from the owner of a large, commercial project, after the original contractor on the project went bankrupt.
- **Barry T. Harlan, Vanessa Soto Nellis, Kevin E. Rex** and **Michael Hackman** resolved a division of property matter in a highly complex divorce matter involving a proposed sale of a multi-million dollar business, after several lengthy settlement conferences. Barry and Vanessa handled the family law aspects while Kevin assisted with the business components of the settlement. Michael, a **Certified Specialist in Tax Law**, assisted in structuring the settlement to resolve complex tax issues.
- **Keith T. Zimmet** renegotiated the terms of an existing \$40 million loan involving numerous banks, rating agencies, and loan servicing companies throughout the country. The loan workout enabled our client to continue to own and operate a large shopping center.
- **Andrew L. Shapiro, Thomas Cecil** and **David B. Bobrosky** filed a lawsuit, which has received national attention, against Johnson & Johnson Inc. and a subsidiary, alleging they designed, manufactured and sold a defective metal hip implant.
- **Nicholas Kanter** and **Paul C. Bauducco** obtained a prejudgment right to attach order for over \$500,000 in favor of a client involved in a breach of contract and fraud case. The order allows the client to secure assets pending final resolution.
- **Kira S. Masteller** helped a client obtain his parents’ home as part of his share of a trust estate. Kira negotiated the value of the property, terms of transfer, and equalization of assets for the other trust beneficiaries.
- **Tal Grinblat** assisted a software industry client in negotiating a worldwide co-existence agreement with a competitor. Tal was also elected Vice Chair of Legislation of the State Bar of California Franchise Law Committee.
- **Robert A. Hull** resolved a long-standing dispute between our custom paint and design client, a contractor, and a restaurant owner, over numerous unpaid invoices for services provided by our client.
- **Michelle S. Robins** won a settlement for a client involving child custody, spousal and child support, and property division issues after months of negotiation in a highly-contested marriage dissolution.
- **David Gurnick** published his second book, “*Distribution Law of the United States*,” and **Stephen T. Holzer’s** environmental law blog was named one of the *Top 50 Blogs for 2011* by LexisNexis Martindale Hubbell, in the Environmental Law & Climate Change category.