

Dear <FIRST NAME>:

Are you 100% confident that all of your employees are properly classified – under both the California *and* federal wage/hour laws?

Are you sure?

A recent Department of Labor (DOL) investigation revealed that only 52% of all employers are operating in compliance with wage and hour laws. And that's nationally – employers in other states don't need to worry about the tricky, employee-friendly California variations like you do.

For example, even though the California Supreme Court *finally* issued its long-awaited ruling in the *Brinker* case, that doesn't mean the rules are now simple to follow. In fact, the California Division of Labor Standards Enforcement (DLSE) recently issued significant rulings against employers for violating the state's meal and rest break rules:

- In May 2013, the DLSE ordered a Fresno-based assisted living provider to pay **more than \$1.6 million** for meal and rest break and other wage/hour violations.
- That same month, it cited three Bay Area adult-care facilities **nearly \$600,000** for wage theft violations – including minimum wage, overtime, and meal break violations.

So what's the answer? How can you master wage and hour and remain the go-to source for answers at your organization? How can you head off overtime headaches and crippling back-pay awards?

Is there a way to ensure you sleep soundly at night, knowing you've done everything possible to protect your company from potentially catastrophic legal risks?

Spend an information-packed day with us and learn all the latest wage/hour compliance strategies and danger zones. Register now for the **Wage & Hour Master Class: The Advanced Interactive Workshop for California Employers**.

Unlike cookie-cutter programs you may see elsewhere, this workshop is for California employers only. That's because it's developed and presented by [names] with the law firm of [firm].

These professionals – attorneys who live and practice in the Golden State - know what you, the California employer, *must know* to stay on the right side of the wage and hour compliance and administration line. And they deliver it all in just one lively, fast-paced day.

This isn't some boring lecture, either. It's completely interactive, meaning you'll get to ask as many questions as you want, share your experiences, present scenarios, and learn from others. You'll benefit from getting your peers' perspective on managing federal and California wage/hour compliance.

Aside from being a terrific educational experience and shrewd investment in your company's legal arsenal, the master class is also an exceptional networking opportunity. Other California HR professionals have a unique understanding of the shared challenges you all face, and valuable insights (and stories) to share.

Please see the enclosed brochure for the complete program agenda and registration information. Or call [number].

If you feel, after attending, that the **Wage & Hour Master Class** wasn't worth many times what you paid for it, I'll refund 100% of your registration fee. That's how sure I am of the benefit of this immersive one-day experience.

You can also register by calling [number] or by visiting us on the web at [URL].

[Signature]

P.S. Don't let your organization fall victim to plaintiff's attorneys and DOL (or DLSE) bloodhounds. Master wage and hour issues once and for all – invest just one day and arm yourself with a new and powerful skill set. Register for **Wage & Hour Master Class: The Advanced Interactive Workshop for California Employers.**