

Alfred J. Landegger
Larry C. Baron

Michael S. Lavenant
Christopher L. Moriarty
Oscar E. Rivas
Roxana E. Verano
Laura S. Withrow

April 17, 2006

Dear Clients and Friends:

Re: **Sexual Harassment Training For All New Supervisors Must Be Completed Within Six Months From Date of Hire**

Last year, our office trained over 5,000 supervisors in sexual harassment prevention and investigations in accordance with AB 1825. In December 2005, in one day alone, our office trained over 500 supervisors in Southern California and over 110 of our Northern California clients. Additionally trained were those of our clients who are not subject to AB 1825, but dedicated to ensuring that their organization posses the highest training standards, providing a positive work environment and minimizing claims of sexual harassment.

Congratulations to those of you who completed the required training by December 31, 2005, your obligation for "retraining" supervisors will not reoccur for another two years.

Take care not to confuse the obligation of "retraining" supervisors and the law that requires businesses to satisfy an ongoing requirement to train any new supervisor within six (6) months of being hired as a supervisor, or promoted to a supervisory position within the organization. Thus, if you fail to train new supervisors within six months of their hire date, you are out of compliance. Failure to train even one supervisor is enough to jeopardize your company.

Recently, the Fair Employment & Housing Commission has issued some proposed regulations on the required training. At the forefront of the dialogue on appropriate regulations is *what training is appropriate, and who can be a trainer*. Presently, the use of computer programs to conduct the supervisor training is being examined for possibly lacking the interactive component required by law and the proposed regulations. If your company completed your training by purchasing such a program, you may be at risk. It is our position the training should be overseen by a licensed attorney or certified human resource specialist experienced in handling sexual harassment claims on behalf of management. We will keep you updated on the status of the proposed regulations as they proceed through the review and implementation process.

Finally, considering that the average claim for sexual harassment may cost an organization or individual over \$250,000 we urge you to make it a priority and obtain the required training at one of the two locations we scheduled for May 24th and 25, 2006 as outlined in the enclosed invitation and registration form. ■

Main Office
15760 Ventura Blvd.
Suite 1200
Encino, CA 91436
(818) 986-7561
Fax (818) 986-5147

Ventura Office
751 Daily Drive
Suite 325
Camarillo, CA 93010
(805) 987-7128
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An Employment Law Defense Firm

Sexual Harrassment Prevention Training Required For All New Supervisors

New Supervisory Employee Training Session Meets State Law

If your business has 50 or more employees, state law requires you to provide sexual harassment prevention training to all:

- Supervisors hired after January 1, 2006, and
- Supervisors promoted to their position since January 1, 2006.

If you have less than 50 employees, this training can increase your protection against claims. Although not required, you should consider it because:

- Your business may fall under new proposed regulations, which, if passed, may expand the definition of “supervisor” and “employ 50 or more.”
- Your computer program training may not stand the test of these proposed regulations, which question their “interactive” component. You can make sure you’re on solid ground with training by a licensed attorney or certified HR specialist
- Your attention to pro-active training can only provide for a more comfortable work environment and fewer claims for the company.
- You increase the potential for protecting yourself against claims, which average \$250,000.

The New Supervisory Employee Training Session is sponsored by the law firm of Landegger & Baron, exclusively representing California employers in all areas of labor and employment law.

New Supervisory Employee Training Session

See enclosed Registration Form – Registration deadline is May 12

LOS ANGELES COUNTY LOCATION

Trainer: Alfred J. Landegger, Esq.

Date: May 25, 2006

Time: 8:30 a.m. Registration;
9:00 a.m. – 11:00 a.m. Training

Place: Sportsmen’s Lodge
12825 Ventura Boulevard
Studio City, CA 91604

VENTURA COUNTY LOCATION

Trainer: Michael S. Lavenant, Esq.

Date: May 24, 2006

Time: 8:30 a.m. Registration;
9:00 a.m. – 11:00 a.m. Training

Place: Spanish Hills Country Club
999 Crestview Avenue
Camarillo, California 93010

Cost: \$50 - includes continental breakfast, training materials and certificate of completion

RSVP: Marina Ross (818) 986-7561 ext. 16 or Marina@landeggeresq.com

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New Supervisory Employee Training Session REGISTRATION FORM

I would like to register for the Landegger & Baron New Supervisory Employee Training Session;

May 24, 2006, 9:00 a.m. - 11:00 a.m.
Spanish Hills Country Club
999 Crestview Avenue, Camarillo, CA 93010

May 25, 2006, 9:00 a.m. - 11:00 a.m.
Sportsmen's Lodge
12825 Ventura Boulevard, Studio City, CA 91604

Registration begins at 8:30 a.m.

includes complimentary continental breakfast, training materials and certificate upon completion.

COMPANY NAME: _____

ADDRESS: _____

PHONE: _____ FACSIMILE: _____

REGISTRANT'S NAME: _____ TITLE: _____

EMAIL ADDRESS: _____

REGISTRANT'S NAME: _____ TITLE: _____

EMAIL ADDRESS: _____

REGISTRANT'S NAME: _____ TITLE: _____

EMAIL ADDRESS: _____

(Attach a separate sheet for additional names)

REGISTRATION DEADLINE MAY 12, 2006!

Reserve your seat by contacting Marina Ross, at (818) 986-7561 ext. 16 or Marina@landeggeresq.com, or by faxing your completed Registration Form to (818) 986-5147. Mail your payment(s) of \$50.00 per person to:

LANDEGGER & BARON, APC
c/o: Marina Ross, Firm Administrator
15760 Ventura Boulevard, Suite 1200
Encino, CA 91436

(Do not write below this line; this section for internal use by Landegger & Baron only)

CONFIRMATION

This confirms receipt of \$ _____ paid by check _____ for _____ reservation(s) at the _____ location.

If you have any questions,
please contact Marina Ross (818) 986-7561 ext. 16 or Marina@landeggeresq.com