

**NEW one-day
workshop!**

Get up to date on one of the trickiest and
most complex employment laws on the books!

MANAGE THE CHALLENGES OF

Workers' Compensation

Protect your employees—*and your organization*—
when injuries and illness occur

We're
coming
to your
area ...

End the confusion over how to:

- Assess who and what is covered
- Correctly handle claims—from injury to return to work
- Proceed when ADA, FMLA and workers' comp overlap
- Do right by employees without paying claims you shouldn't
- Protect your company from lawsuits
- And much more!

Enroll today! Call toll free **1-800-601-4636**

Presented by:

HRC | HUMAN
RESOURCES
COUNCIL

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Having an employee suffer a job-related injury or illness is bad enough . . .

But the real problems begin when you have to deal with workers' comp and the confusion it creates. No easy task when laws vary state by state and statutes, court rulings and interpretations constantly change. Add in the fact that each case is uniquely challenging—and you can get into hot water fast.

That's why we developed *Manage the Challenges of Workers' Compensation*—an intensive, one-day seminar. We've boiled down the confusing world of workers' comp into a plain-English seminar that provides a whole new level of understanding for new and veteran HR professionals, managers, supervisors—anyone who oversees workers' comp claims. Attend and find out exactly where you're vulnerable in assessing situations and implementing policies . . . identify common mistakes other companies make . . . learn strategies for ensuring 100% accuracy and compliance and much more.

When you return to your office, you'll be armed with the skills you need to ensure employees are treated fairly and save your company headaches, hassles and liability down the road.

Do you really understand who—and what—is covered?

When an injury occurs on the job, it's easy to second-guess yourself. Are you sure the injury is covered under the law? What if the injury happened away from your office? Are you sure the *person* is covered? What about workers who are home-based—or independent contractors? Like many employers, you may be long on questions and short on answers. That's where we can help. We've done the research for you, so you don't have to spend your valuable time learning by trial and error in an area where you can't afford any mistakes.

Are wasteful workers' comp practices costing you?

The cost of one injured employee extends far beyond increased premiums. There are days away from work, downtime, temporary employees, training, production delays—it adds up fast. In this seminar, you'll learn the proper procedures other organizations have in place for successfully managing injuries more efficiently and cost-effectively. Of course, preventing claims is your best cost-control strategy. When you attend this seminar, we'll let you in on best practices for identifying and eliminating unsafe actions and conditions that cause injuries in the first place.





Could you be making decisions that put your organization at risk?

When an injury occurs, you have to think fast and do the right thing—by your employee *and* your organization. But making the right decisions isn't that easy in such a confusing legal environment. Invest one day in this seminar and you'll walk away fully prepared to fulfill your legal obligations as an employer, even when ADA, FMLA and workers' comp overlap and in spite of statutes and case law that muddy the waters even more. Just imagine how much more confident you'll feel when you know how to avoid the legal trouble spots that have cost other companies in fines, penalties and even lawsuits.

Don't wait until it's too late. Enroll today and—should the worst happen—gain peace of mind from knowing you're doing everything right while complying with every letter of the law.

Register now. Call 1-800-601-4636.

Do you know the answers to these tough workers' comp questions?

- What does workers' comp cover?
Just medical bills?
- What if the injury was the employee's fault?
- How does the law view psychiatric conditions?
- How are premiums calculated?
- Are hepatitis and other contagious diseases covered?
- Does willful misconduct bar an employee from compensation?
- Should you stay in touch—or stay hands-off—with employees until they return to work?

Enroll today!
Call toll free **1-800-601-4636**,
on-line at **www.skillpath.com**



On-site training and keynote speaking ...

We can deliver this workshop right to your company's door or provide customized, you-pick-the-day training on any program pertinent to your organization's training goals. Or let our staff of professional trainers add sparkle to your next corporate or association meeting with a stimulating keynote speech designed just for you. Whether you have 3 or 300 people to train, Human Resources Council is the answer. For complete details and a no-obligation quote, call 1-800-601-4636 and ask for the on-site training department.

Brought to you by Human Resources Council—

for people serious about success

Human Resources Council trains thousands of achievement-oriented professionals like you every month, from organizations of all sizes and all types—business, government, health care, education and the military.

Our workshop leaders are a select group of trainers at the top of their profession—skilled teachers with a tremendous depth of knowledge in their respective topic areas.

Our commitment to providing you with the highest-quality learning experience possible has made Human Resources Council the fastest-growing training company in the world. Attend this workshop and experience for yourself the positive effect of powerful ideas, skillfully presented.

Workshop Agenda

Program hours: 9:00 a.m. – 4:00 p.m.

Workers' comp law defined

- Understand the workers' comp "trade-off"
- The fundamentals of the law—explained in plain English
- Avoid the common mistakes employers make
- 6 key employer duties
- What's the difference between statutes and case law?
- How workers' comp law interacts with the ADA and FMLA

Critical issues of workers' comp compliance

- How the exclusive remedy concept is being eroded
- Third-party defendants
- When the dual capacity doctrine comes into play
- Why understanding "serious and willful misconduct" is important
- Can you lay off an employee on workers' comp leave?
- Employer actions that may be discriminatory

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Who is—and isn't—covered

- Start off right—assess if the injured employee is covered
- Special situations: Independent contractors, home-based workers, telecommuters
- True or false? Only employees hurt on the job are covered
- Common exemptions that trip up even veteran managers
- Can you spot the red flags of workers' comp fraud?
- When an injured employee can sue you

Determine if an injury is compensable

- 4 reasons why coverage is denied
- The legal definition of injuries “out of the scope” and “arising out” of employment
- Clearing up murky areas: Business travel, willful misconduct, safety violations
- Examples of common “occupational diseases”
- How and when the personal comfort doctrine applies
- 3 types of risk:
 - Work-related
 - Personal
 - Neutral

Understand the different types of benefits

- 3 classes of benefits
- What workers' comp does—and doesn't—pay for
- Waiting periods
- Frequently asked questions about death benefits
- How benefits are calculated
- Scars, disfigurement and loss of use under workers' comp law
- How rehabilitation benefits work

Document and report accidents and injuries correctly

- An accident happens—do you know the very first question to ask?
- How to keep claims from spinning out of control
- Your #1 duty when an employee gets injured
- Elements of a legally sound written report
- Why careful documentation is vital
- Statute of limitations for filing claims

Tips for controlling costs

- Safety programs and those frustrating repetitive injuries
- 4 ways to control workers' comp premiums
- Managing return to work
- How proper classification can save you thousands in premiums paid

We guarantee results!

If you're not happy, we're not happy. Go back to work and apply the new techniques you learned in our workshop. If you're not absolutely delighted with the results you achieve, write to us right away. We'll issue you a refund or arrange for you to attend another workshop without paying another penny. That's our guarantee!



What is standing between your company and a lawsuit?

- That employee who has a car accident on the way to a company meeting?
- A long-time maintenance worker who suffers slow, repetitive trauma from operating a drill?
- A salesperson working on commission who is injured in a hotel mishap?
- A factory employee who injures a worker in a fight?
- Three employees of your subcontractor who are killed in an explosion at your plant?
- One of your engineers who suffers an illness related to chemical exposure in your lab?
- That machine operator who fails to use a required safety device and loses a finger?
- Your vice president who gets hit in the head by a golf ball during your company golf tournament?

Are you 100% sure you know how to handle each of these unique situations? Truth is, there are potentially hundreds of different—and equally confusing—scenarios that could come up. Be prepared! Register now for this seminar. Call **1-800-601-4636**.

Registration information

Your tuition is tax deductible. Even the government smiles on professional education. All expenses of Continuing Education (including registration fees, travel, meals and lodging) taken to maintain and improve professional skills are tax deductible according to Treasury Regulation 1.162-5 Coughlin vs. Commissioner, 203 F2d 307.

Continuing Education Credit: Human Resources Council offers Continuing Education Credits based on program length and completion in accordance with the National Task Force for Continuing Education guidelines for attendance at our seminars (save this brochure and your Certificate of Attendance). Please contact your professional licensing board or organization to verify specific requirements. You may also contact us at 1-800-601-4636 for additional assistance.

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Important information

Our registration table opens at 8:15 a.m. When you arrive at the hotel, please check the directory for the exact location of the workshop. Our registrars will greet you, assist you with your registration (or collect your Express Admission Ticket), hand you your workshop materials and direct you toward your seat. You'll also want to take the opportunity to meet other professionals from your local area. Introduce yourself! You may meet a new friend. Plan to be registered and ready to go by 8:50 a.m.

We begin at 9:00 a.m. on the dot and wrap up at 4:00 p.m. Lunch is on your own from 11:45 a.m. to 1:00 p.m. Why not invite another participant to dine with you? You can share information, review the morning and make the day even more enjoyable.

Parking. We do our best to find workshop facilities that have all the pluses we look for: Convenient location, great meeting rooms, courteous staff and plenty of free parking. However, some facilities have paid parking only. You may want to check with the facility personnel to determine parking fees—often they can direct you to free parking just around the corner.

Audio/video recording. Our programs—both what you see and what you hear—are fully copyrighted by Human Resources Council. No audio or video recording, please.

Still haven't picked up the phone?

More good reasons you'll want to attend this program ...

1. **Our trainers are the best ... period.** We choose only the pros who have a proven track record of training effectiveness, professionalism and expertise. And what's more, they're exciting communicators who'll provide you with one of the most interesting days you've ever spent.
2. **Practicality is emphasized.** You will leave this seminar with specifics you can apply immediately. And you won't go home empty-handed. You'll leave this workshop with a Certificate of Attendance; a soundly researched, unabridged workbook; and step-by-step guidelines for using the information you've just learned. We promise you'll get results your very next day back at work.
3. **The value is unbeatable.** Not only is our enrollment fee among the lowest you'll find, when four or more enroll from the same organization, you'll enjoy a significant discount.
4. **Our guarantee is unconditional, straightforward and the very best in the industry.** How can we be so confident? Because we work hard *before* the seminar to make sure you're happy *after* the seminar. Pertinent, up-to-date information you can really use, a convenient meeting location, seminar registrars who are courteous and helpful and a trainer who grabs your attention and takes you on an exciting journey full of fun and *facts*. We believe you'll love every minute of it. Millions of satisfied participants from around the country are sold on Human Resources Council seminars. Why not join them?

Yes, I can't wait to attend ...

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Get up to date on one of the trickiest and most complex employment laws on the books!

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or 1-913-677-3200

ON-LINE: www.skillpath.com

BY E-MAIL: enroll@skillpath.com

BY FAX: 1-913-362-4241

BY MAIL:

Complete and mail enrollment form to:
Human Resources Council
P.O. Box 804441
Kansas City, MO 64180-4441

Cancellations and substitutions.

Cancellations received up to five working days before the workshop are refundable, minus a \$10 registration service charge. After that, cancellations are subject to the entire workshop fee, which you may apply toward a future workshop. Please note that if you don't cancel and don't attend, you are still responsible for payment. Substitutions may be made at any time.

Registration information Please note: If you've registered by phone and paid with a credit card, it's not necessary to return this form.

Mr. _____ Title _____
Ms. _____

E-mail Address _____ (Program # _____)

Mr. _____ Title _____
Ms. _____

E-mail Address _____ (Program # _____)

Mr. _____ Title _____
Ms. _____

E-mail Address _____ (Program # _____)

Mr. _____ Title _____
Ms. _____

E-mail Address _____ (Program # _____)

Please list additional registrations on a separate sheet and attach.

Mr. _____ Title _____
Ms. _____

Approving Supervisor

Organization _____

Mailing Address _____

City, State, ZIP _____

Telephone _____ Ext. _____

Fax _____

Mailing information Please fill in the spaces below with the information that appears on your mailing label.

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Payment information (Please pay before the workshop):

Please add applicable state and local tax to your payment for programs held in Hawaii, South Dakota and West Virginia.



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Please fill in the city and date where you'll attend

Workshop city: _____

Workshop date: _____

Workshop city: _____

Workshop date: _____

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Workshop date: _____

Workshop city: _____

Workshop date: _____

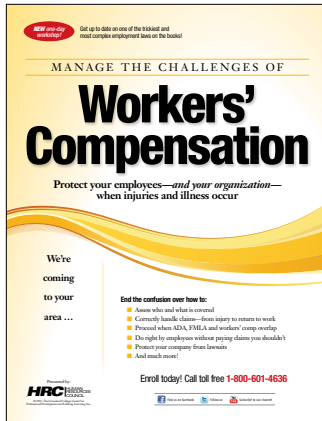


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