



# [ EMPLOYERS SCHOOL ]

**Wednesday, April 27<sup>th</sup> from 8 a.m. to 11:30 a.m.**

At Poms & Associates, we know that knowledge is the best insurance. That's why we've teamed up with industry experts to shed some light on issues important to today's employers. From human resources to workers' compensation to employee benefits, we've got you covered.

## SCHEDULE

**8:00 Continental Breakfast**

**8:20-8:30 Introduction with Moderator Vicki Sternfeld, CPCU, ARM**

**8:30-9:15 "An Ounce of Prevention"**

presented by Roxanne Torabian of Nevers, Palazzo, Maddux & Packard, PLC

This session will explain how California employers and their Human Resources departments can identify and avoid legal pitfalls. Roxanne will present an informative summary of the basics that every California employer and Human Resources professional needs to know: must-have documents and policies, 2011 handbook updates, leaves of absence under federal and state law, and wage and hour issues (including meal and rest periods, time records, and overtime). She will also highlight recent developments and changes in employment law in the areas of ergonomics, non-solicitation clauses, immigration, social media and privacy, and paid leaves for organ and marrow donors.

### About the Speaker



Roxanne Torabian represents employers in all areas of employment law, including wage and hour, mergers and acquisitions, employment discrimination, wrongful termination, unfair competition, and sexual harassment. She has represented employers before the National Labor Relations Board, the Equal Employment Opportunity Commission, the Department of Fair Employment and Housing, the Workers' Compensation Appeals Board, the Department of Labor, the California Labor Commissioner, and state and federal courts in California.

A significant part of Roxanne's employment practice involves helping companies prevent litigation through counseling on issues such as wage and hour compliance, employment policies and procedures, employee discipline matters, hiring and firing, unfair competition, disability accommodation, and leaves of absence. In addition, Roxanne consults on and prepares handbooks, policies, and a broad range of essential agreements.



## 9:30-10:15 “Why Employers Need to Take Control of their Workers’ Comp.”

presented by Jon Lindsay of Zenith

The past, present, and future of the California Workers’ Compensation marketplace is revealed through an analysis of industry results. Strategies for taking control of primary cost drivers and re-engineering failed buying behaviors is explored. Ways to regain long-term cost control by focusing on risk mitigation are discussed.

### About the Speaker



Jon Lindsay’s insurance career began in 1986 with Liberty Mutual working in a claims capacity and over the years has included marketing and claims positions with Industrial Indemnity. In the mid-nineties, Jon spent time with Goldman Insurance, a large regional brokerage in San Francisco, leading their property and casualty practice. Jon joined Zenith in 1998 and is currently the senior executive of the Los Angeles Regional Office.

Jon has served on various non-profit boards related to the insurance industry and currently resides in Agoura Hills, CA.

## 10:30-11:15 “Wellness Program Best Practices: Healthcare Cost Containment Strategies”

presented by Ryan Turnbull & Bryce Eddy of Poms & Associates

Employer sponsored Wellness programs have seen a resurgence in recent years; a trend that is expected to continue in an effort to curb escalating healthcare premiums. Unfortunately, far too many Wellness programs fail to achieve the desired employee participation and return on investment.

In this informative discussion, Mr. Turnbull and Mr. Eddy present a best practice approach to Wellness program development, proven to engage employees, maximize participation, and control escalating medical costs. An actual client case study is included, presenting real world practical Wellness strategies that have been successfully implemented.

### About the Speakers



Bryce Eddy designs and manages wellness and insurance programs for some of the leading brand name companies in the United States. To date, he has developed more than a dozen successful wellness programs for companies of all sizes and industries around Southern California and throughout the U.S., including several on the Fortune 500. He is recognized in the Top 100 brokers and consultants in the country as measured by insurance carriers and is a highly regarded thought leader and speaker on workplace wellness programs and employee benefits.

Ryan Turnbull is a thought leader on Wellness and healthcare cost containment strategies for companies of all sizes and industries in the United States. He has successfully designed strategies and programs for some of the country’s leading name brand companies that seek to lower healthcare premiums, improve employee health, and increase their bottom lines and productivity.

**Register today for this valuable seminar [online](#) or by emailing [info@pomsassoc.com](mailto:info@pomsassoc.com).**