



TWIW INSURANCE SERVICES, LLC  
TOLMAN AND WIKER INSURANCE · INWEST INSURANCE SERVICES  
SINCE 1923

**PRESENTS**

EMPLOYERS BEWARE  
THE INTERACTIVE PROCESS SEMINAR

**Disability Management in the Workplace: Compliance Training on Disability Discrimination and the Interactive Process. Presented by Bernadette M. O'Brien of Floyd, Skeren & Kelly**

Employers Beware: There has been a dramatic increase in the number of disability discrimination cases filed on both a state and federal level. These cases are costly for employers to defend and often result in significant settlement amounts or large jury verdicts. Therefore, it is essential that employers comply with their legal obligations regarding disabled employees. This course will provide practical guidance for employers on complying with the Fair Employment and Housing Act (FEHA) and the Americans with Disabilities Act (ADA), the primary areas of state and federal law that cover disability discrimination. In particular, this course will focus on an employer's duty to provide a reasonable accommodation to a disabled employee and the corresponding obligation to engage in the often misunderstood interactive process. The course will also explain the relevant state and federal laws in easy to understand terms; review the FEHA definition of a disability; provide guidance on the duty to offer a reasonable accommodation; analyze the keys steps in the interactive process; clarify return-to-work issues; review the complicated overlap between workers' compensation and the FEHA; explore recent cases; provide practical examples, and highlight the defenses to a disability discrimination lawsuit.

TWIW feels this is an important issue for all Employers' and Owners and Human Resource managers should attend.

Many employers are being sued everyday for not offering this interactive process and costing in some cases millions of dollars which are straight of your pockets.

Please join us for this important seminar.

**Place: TWIW Insurance Services, LLC 196 S. Fir St; Ventura CA**

**Date: Thursday, August 5th, 2010 Time: 9:00am to Noon**

**Cost: TWIW clients - FREE ( \$30 per person all others )**

\* Payment required at time of reservation – Space is guaranteed (non-refundable)

**RSVP TO: Stephanie Ingersoll at 805 (585-6167) or [singersoll@twiw.com](mailto:singersoll@twiw.com) by August 3<sup>rd</sup>**

**NOTICE: \*There is a flight of stairs to the conference room. If any attendees have special needs, please inform us during registration.**