



# Avoid the Common HR Mistakes

## KEY LEARNING POINTS:

What are the common HR mistakes that most employers make and how can you avoid making them? We'll cover the essential things you need to know:

## IN THIS TRAINING YOU'LL LEARN:

- Discover which HR laws pertain to your organization based on company size
- How to determine if a worker is an independent contractor or an employee; heed this advice or the Tax Office or IRS could come after you!
- Distinguishing Hourly and Salaried employees and other timekeeping best practices to avoid FLSA fines and penalties
- Why documentation is essential in interviews, offer letters, discipline, and more!
- Great tips on ways to protect your organization from lawsuits
- The true implications of "At Will Employment"

## GUEST SPEAKER:

Maike DeMaria graduated from Trident University with a Master of Science in Health Care Administration degree. She also holds a Bachelor of Business Management and Administration degree from Germany.

In her 30-year international professional career she has worked in corporations, non-profit organizations, and small businesses in project management, business development, audit, and human resources. Her human resources experience includes benefits, policies, recruiting, hiring, and training.

In addition to working for Rocket City HR Consulting, Maike is an Adjunct Instructor at Athens State University. She and her family have been part of the Madison, Alabama community for six years.

### Date:

Thursday, September 26, 2019

### Time:

9:00 am - 11:00 am

### Location:

Huntsville Madison County Chamber  
225 Church Street, NW  
Huntsville, AL 35801  
<http://hsvchamber.org/>

### Information / Registration at:

<http://www.uah.edu/sbdc/events>

or contact

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