

Litigation specialist reveals
insider's secrets that have saved
business's like yours millions
of dollars in fines and penalties

Don't Risk Exposing Yourself to Disloyal Employees, Voracious Lawyers, Power Hungry Bureaucrats and Your Own Costly Mistakes Including...

***Ruinous claims such as wrongful termination, sexual harassment, discrimination, breach of privacy and fraud. Claims that cost wasted time, money and energy to defend.
Will you be next?***

You know that managing people is just about the toughest job there is. A job that has become ever more complex and confusing because of today's employment laws.

Most companies don't get serious about legal compliance and risk management issues until after getting clobbered on the head with an employee claim such as sexual harassment, discrimination or wrongful termination.

Unfortunately, this is the most inopportune time to start getting serious about compliance. It reminds me of Mark Twain's saying, "The worst time to make a friend is when you really need one." The fact is you need a compliance structure before a lawsuit is ever filed... so that a lawsuit never gets filed!

LAWSUIT FREE! How to Prevent Employee Lawsuits is an essential risk management tool for any company – regardless of its size or operations. Unless you are willing to risk considerable time, money and aggravation defending against unnecessary claims, there is no escaping the need for this valuable information.
Why LAWSUIT FREE! is a Unique Program . . .

There is a ton of legal compliance literature out in the marketplace. There may even be some on your shelves. It's a *billion-dollar industry* and there's plenty of competition. But none of it can compare with the **LAWSUIT FREE!** program!

The point of the **LAWSUIT FREE!** program is to **empower your workplace** -- *not stifle it*. It is designed to provide you protections that will allow your company to **grow without the interruption of destructive employee claims**.

Discover the Incredible, Litigation-Repelling Benefits . . .

At the heart of the **LAWSUIT FREE!** program are **29 powerful strategies to prevent employee lawsuits**. Each strategy identifies a critical exposure - such as *sexual harassment, wrongful termination, or independent contractor violations* - and then provides the strategies and tools you need to avoid these exposures.

Along with online access to the **LAWSUIT FREE!** audio files and book, you are supplied with an extensive **workbook you can reproduce and online access to over 100 ready-to-use forms, checklists and agreements!**

You will also receive access to the **LAWSUIT FREE! PowerPoint presentation, which comes in a train-the-trainer format**. Anyone in your company can present a complete compliance program to your managers in only 3 hours time. It includes handouts, quizzes and more. Not only are these lawsuits expensive, the costs associated with defending against them are *immediate*. There is no amortizing the expenditure. If you're like most employers and don't have insurance coverage, you're picking up the entire defense. If the case goes to trial, and you end up losing like most employers, then odds are you're looking at a verdict that nationwide averages \$200,000, with 15% having punitive damages claims of over \$1,000,000. Just think of how much new revenue you'll have to generate to absorb those figures!

The reason I point out this sad reality is not to scare you but rather to *educate* you. The first step in the risk management equation is to **understand the risk**. In developing the **LAWSUIT FREE!** program, the factors and statistics surrounding today's employee lawsuits have been intensively analyzed . . .and it's not a pretty sight. The good news is, you can do something about it.

When you get the LAWSUIT FREE! you will learn . . .

- The three most common reasons why employers hire the *wrong employee*
- **Why most performance appraisals *backfire in court* -- and what you can do about it**
- 15 questions you need to ask *before firing* any employee
- **More than a dozen personnel policies that must be in your employee handbook**
- A step-by-step approach to follow when *investigating* claims of *sexual harassment* or *discrimination*
- **A checklist you must review before hiring any temporary or leased employee**
- The most important factors that insurance agencies review when assessing your *risk- management exposure*
- **How you can give job references without getting sued for *slander* or *defamation***
- Where you can go for free assistance with the ADA (Americans With Disabilities Act).
- **How to use governmental agencies before they use you!**
- The 28 critical questions you should ask any job applicant before ever meeting them
- **An *exit interview* you can use as a last ditch effort to find out about any potential claims**
- How just one form -- the Compliance Survey -- can immediately cut your exposure to employment law claims in half!
- **How one form helped a client save \$5,000 per month in overtime!**
- If you are considering a downsizing, a checklist you should review *immediately* before doing anything else
- **The one form you should have *every departing employee sign* to protect you against defamation and slander lawsuits**
- The secrets to drafting a sale commission agreement that keeps you out of court
- ***The most important question* you should ask when conducting reference checks**
- Ten questions you must ask before employing a home-based worker
- **The form every employer must use to help employees “own” their disciplinary problems**
- The form that you must send any employee out sick for more than three days

- **The most powerful form available to help you profit from new employees**
- The policy you must distribute to prevent *voice mail, e-mail* and *Internet privacy claims*
- **Four strategies you can use to avoid claims of *misrepresentation* in the hiring process**
- 21 things you can do to create a safer workplace and avoid OSHA violations
- **What you should look for when purchasing *employment practices liability insurance***
- The advantages and pitfalls of mediation and arbitration
- **The 12 most important factors agencies look at when conducting an *independent contractor classification audit***
- *Eight notices and disclaimers* that must be on your job application
- ***Three magic words* that *must* be in your independent contractor agreements**
- The three most common *wage claims* and what you can do to *prevent them*
- **Where to get help free in addressing health and safety concerns in the workplace**
- Two forms you need to meet your obligations under the FMLA
- **More than 20 questions you should ask any attorney before hiring them**
- How to create a vacation policy that avoids confusion and protects you from wage and hour claims
- **And, there's much, much more . . .**

As age-old wisdom has it . . .

“It will not injure you to know enough of the law to keep out of it!”

- Old Farmers Almanac - 1851

There's More . . .

Those are just some of the many benefits you'll receive when you get the ***LAWSUIT FREE!*** program. *There are dozens more.* This program is **guaranteed** to contain strategies and tools that your lawyer hasn't even thought about! In addition to the benefits just outlined, you will receive forms, checklists and agreements, including:

- Sample Code of Ethics
- Hiring Checklist
- Job Application
- Pre-hire Questionnaire
- Job Applicant Appraisal Form
- Orientation Checklist
- Employment Agreement
- Confidentiality Agreement
- Independent Contractor Agreement
- Performance Appraisal Forms
- Disciplinary Forms
- Overtime Authorization Form
- FMLA Leave Forms
- Termination Checklists
- COBRA Notice
- Release of Claims Agreement
- Exit Interview
- . . . and many, many, more

What Others Say About LAWSUIT FREE! . . .

The incredible value of the ***LAWSUIT FREE!*** program has drawn critical acclaim. Here are what business owners, risk managers and others are saying:

*“The **LAWSUIT FREE!** compliance program provides us with a risk management approach to a very complex legal area that is easy to understand and implement.”*

Leslie Logan, CEO
Rose Electronics,
San Jose, CA

*“The **LAWSUIT FREE!** program is risk management thinking at its finest. There’s not a better product on the market.”*

George Nordhaus, President & CEO
Insurance Marketing & Management Services
Los Angeles, CA

*“I only wish we had the **LAWSUIT FREE!** program a year ago. It would have saved us thousands of dollars and tons of wasted effort.”*

Karen Dutter, Director of Human Resources
Career Guidance Foundation
San Diego, CA

*“The **LAWSUIT FREE!** compliance program is superb, cutting edge material. The material is 'quick' and hard-hitting. It is low on verbiage and high on readily applicable techniques. The program is worth thousands.”*

Bob Bregman, Senior Research Analyst
Insurance Risk Management Institute
Dallas, Texas

There Are Free Bonuses Waiting For You . . .

As yet an *additional bonus*, I'll provide you access to 19 Special Reports covering a wide range of legal and management topics. Here are the titles from all 19 of them:

1. 10 Legal Traps For The Unwary Employer
2. Building Powerful Employment Relationships
3. How To Find And Hire The Best Employees
4. Hiring And Managing Independent Contractors
5. Contingent Workers: New Rules And Strategies For Profit And Protection
6. The Nuts & Bolts Of An Employment Lawsuit
7. The Nuts & Bolts Of Employment Laws Affecting The Workplace
8. Sexual Harassment: What It Is, What You Can Do About It, When An Employee Can Quit And How To Defend Your Company If You Have To
9. The Nuts & Bolts Of Preventing Discrimination Claims
10. Layoffs, Reductions In Force And Downsizing
11. 19 Powerful Strategies For Investigating And Managing Wrongful Employee Conduct
12. Creating A Safe And Secure Workplace
13. EPLI (Employment Practices Liability Insurance): Understanding The Exposure And Preventing Claims
14. Powerful Communication With Employees, Customers And Other Company Stakeholders
15. Motivating Your Workers
16. 19 Powerful Strategies For Preventing Voicemail, E-Mail And Internet Privacy, Discrimination And Harassment Claims
17. The Nuts & Bolts On How To Find, Choose And Manage A Lawyer
18. Future Trends In Work Force Risk Management
19. Emotional Intelligence And Risk Management

NOTE: All of these products are designed with the understanding that employee lawsuits are *relationship failures* long before they're lawsuits. Through this program, you will learn keys to building powerful employment relationships -- and how to avoid claims in the process.

No-Risk, Free Trial Offer . . .

This program is about the long-term benefits of serious commitment to compliance. Even if you paid thousands for the program (it would still be a bargain), the issue is not how much it cost -- it's whether you are truly interested in the benefits you will obtain by mastering the 80/20 of legal compliance.

So, What Are You Waiting For? . . .

Try the program ***Free of Charge***.

Email us at <mailto:info@thepinnaclegrouponline.com> and you can have *instant access* to a program that will save you *thousands* of dollars in legal fees and help grow and protect your company in the process. There is not much more you can ask for.

If you need more information, then call 800-330-4745.

I wish you great success in *growing* and *protecting* your business . . .