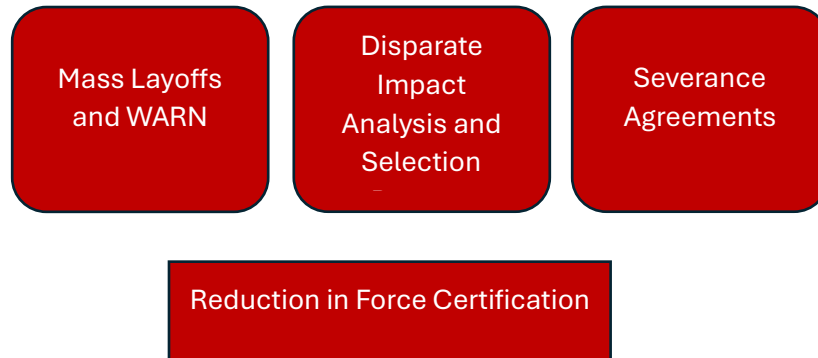


RIF Certification



Mass Layoffs and WARN: In some cases when there is a mass layoff or a plan closure, you may have to give notice. This can be difficult depending on the timing of the layoff and financial needs of the company. The course will discuss eligibility requirements and what you need to consider when giving notice.

Disparate Impact Analysis and Selection: Layoffs can trigger a lot of issues, one of them being discrimination. An appropriate disparate impact analysis helps to ensure you are not heavy handed with one demographic over another when selecting employees. The course will provide an overview of how to read a disparate impact analysis and how to determine the appropriate selection criteria.

Severance Agreements: One of the best ways to mitigate your risk when it comes to lay offs and termination is offering a severance agreement. This course will discuss best practices, legal requirements, and an overview of NLRB decisions to ensure you are equipped to manage these offerings.