



Howalt University
2011-2012 Webinar Schedule
Howalt+McDowell Insurance

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27 September 2011 [REGISTER NOW >>](#)
The ADAAA: Out with the Old, In with the New
Instructor: Jennifer L. Keating
Davenport, Evans, Hurwitz & Smith, L.L.P.

Format: FREE Live Online Webinar
Time: 10 - 11 a.m. CT (Tues., Sept. 27)

Course Overview: The Americans with Disabilities Act Amendments Act of 2008 (ADAAA) shifts the focus from whether an employee has a disability to how an employer determines what is a reasonable accommodation for a particular employee. Accordingly, the amendments effectively expand the protections of the original ADA to include more individuals with less severe impairments, which will therefore likely result in more discrimination claims filed under the ADA. This presentation will introduce the differences between the old and the new Act and the changes that employers must implement to decrease their liability under the ADAAA.



10 November 2011 [REGISTER NOW >>](#)
Foundations of an Effective Product Liability Promotion
Instructors: John Backus & Crystal Gilbertson, CSP, ARM
Risk Control Consultants, CNA Insurance

Format: FREE Live Online Webinar
Time: 10 - 11:30 a.m. CT (Thurs., Nov. 10)

Course Overview: Prevention is key to an effective product liability program. Manufacturers need to make their products as safe as possible before placing them on the market. This effort includes design review, creation of effective warnings, labels and instructions, quality control procedures, sales and advertising review techniques, record keeping requirements and field performance monitoring. This course examines illustrative product liability cases and sample techniques for developing your product liability program.



13 October 2011 [REGISTER NOW >>](#)
Prevent Bed Bugs and Other Pests on Your Commercial Property
Instructor: Mike Catangui
Entomologist, IVESCO

Format: FREE Live Online Webinar
Time: 10 - 11 a.m. CT (Thurs., Oct. 13)

Course Overview: The bed bug (Cimex lectularius) is an ancient ectoparasite of humans (Homo sapiens). It feeds on human blood but is not known to be a carrier of disease-causing microorganisms. These bugs are relatively harmless, no more than your average mosquitoes, but there is currently a very negative perception of establishments infested with bed bugs. Bed bugs can ruin your business and reputation. Learn the basics of bed bug identification, biology, control, and prevention. Don't let the bed bugs bite into your bottom line.



15 November 2011 [REGISTER NOW >>](#)
HIPAA Privacy Rules: What Employers Need to Know
Instructor: Nichole Mohning Roths Cutler & Donahoe, LLP

Format: FREE Live Online Webinar
Time: 10 - 11 a.m. CT (Tues., Nov. 15)

Course Overview: Every employer that offers health benefits or health services to its employees is affected by the HIPAA compliance rules. The HITECH Act of 2009 tightened HIPAA's privacy and security rules considerably and now requires group health plans to notify plan participants of security breaches. Violations of these requirements can result in very costly fines and penalties. This program will provide an overview of the relevant security and privacy provisions of HIPAA and HITECH with a particular emphasis on steps employers must take to be in compliance.



18 October 2011 [REGISTER NOW >>](#)
Social Media 2.0: Texting and Tweeting and Friending, Oh My!
Instructor: Jean Bender
Davenport, Evans, Hurwitz & Smith, L.L.P.

Format: FREE Live Online Webinar
Time: 10 - 11 a.m. CT (Tues., Oct. 18)

Course Overview: Social media such as blogs, networking and video sharing are incredibly popular, and the workplace is no exception. In fact, a majority of social networking may occur in the workplace. Even if your company is not "socially" active on the web, your employees are busy texting and friending. This session will discuss the impact of smart phones and social media on employer liability for employee actions, including discrimination, harassment, retaliation, dissemination of private information, overtime and more, as well as provide tips on how employers should address use of smart phones and social media in policy and practice.



13 December 2011 [REGISTER NOW >>](#)
Discipline in the Workplace: How to Appropriately and Effectively Handle Problem Employees
Instructor: Anthony Hohn
Davenport, Evans, Hurwitz & Smith, L.L.P.

Format: FREE Live Online Webinar
Time: 10 - 11 a.m. CT (Tues., Dec. 13)

Course Overview: In the ever-changing workplace environment, understanding how to properly discipline and discharge employees is essential for every employer. This presentation will address investigating and documenting performance and misconduct issues, choosing the appropriate action to be taken, and properly handling the discipline process based upon the potential legal ramifications of an employer's actions. This session will provide tips to ensure a process that both complies with the law and serves to best prepare the employer for possible legal action by the employee.



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12 January 2012 [REGISTER NOW >>](#)
Food Contamination: Avoid a Costly Food Product Recall
Instructor: Chris Martin
Swett & Crawford

Format: FREE Live Online Webinar
Time: 10 - 11 a.m. CT (Thurs., Jan. 12)

Course Overview: This unique course will focus on product recall/contamination insurance. Discuss how a policy works, what it can do for you, and how it fits into your overall risk management strategy. The course will also cover a review of the newly enacted Food Safety Modernization Act and some of the implications of this legislation.



17 January 2012 [REGISTER NOW >>](#)
Employment Law Update: 2012
Instructor: Nichole Mohning Roths
Cutler & Donahoe, LLP

Format: FREE Live Online Webinar
Time: 10 - 11 a.m. CT (Tues., Jan. 17)

Course Overview: Employment Law has become one of the most rapidly changing and challenging areas of our legal system. Every year, there are legislative changes, court decisions and administrative rulings that can impact your business as it relates to human resource management and employment issues. This seminar will reflect on the most important employment law developments over the past year and what your company needs to know to stay in compliance. A few of the topics for discussion in this seminar will be new the ADA Regulations, the latest in wage and hour and discrimination cases and the rising impact of social media in the workplace.



16 February 2012 [REGISTER NOW >>](#)
Wellness Update: 2012
Instructor: Kandy Jamison
Howalt+McDowell Insurance

Format: FREE Live Online Webinar
Time: 10 - 11 a.m. CT (Thurs., Feb. 16)

Course Overview: A wellness initiative can be overwhelming and leave you wondering where to begin. Should you focus on participation, activity challenges, or premium differential? Wonder how to find out what employees want, how to obtain participation, and what incentives are effective? During this webinar, we will walk through the step-by-step process of getting your Wellness Program started and integrated into your organization. Learn how to track results and start educating your employees today!



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6 March 2012 [REGISTER NOW >>](#)
Workplace Emergencies
Instructors: Chad Anderson
Risk Control Consultant, Cincinnati Insurance

Format: FREE Live Online Webinar
Time: 10 - 11 a.m. CT (Tues., Mar. 6)

Brief Overview: Tornado sirens blowing, fire alarms going off, an employee collapses at work, is your business ready? What steps a business should take to prepare themselves for a weather related emergency, on-going training and what to do after a catastrophic event does occur.



22 March 2012 [REGISTER NOW >>](#)
Health Hazards in Manufacturing
Instructor: John Backus &
Crystal Gilbertson, CSP, ARM
Risk Control Consultants, CNA Insurance

Format: FREE Live Online Webinar
Time: 10 - 11 a.m. CT (Thurs., Mar. 22)

Course Overview: People are exposed to a variety of potentially harmful agents in the air they breathe and the products they use. Well over 10,000 chemicals are currently in commercial use, and hundreds more are introduced each year. Only a small fraction of those chemical products has been assessed adequately for potential risks. However, there are simple and effective steps that manufacturing companies can implement for common health hazards, to minimize exposures, and help your company comply with OSHA's standard requirements.



24 April 2012 [REGISTER NOW >>](#)
FMLA: Tackling the Top Ten Toughest Issues
Instructor: Jean Bender
Davenport, Evans, Hurwitz & Smith, L.L.P.

Format: FREE Live Online Webinar
Time: 10 - 11 a.m. CT (Tues., Apr. 10)

What are the tough issues you will face when employee's bring you their doctor note? When can you ask for a medical certification? What about recertifications? What can you do about absence beyond the reasons specified on the certification? This session will discuss these questions and other tough issues facing employers who are covered by the federal Family and Medical Leave Act. This seminar provides both a legal update and practical application of the FMLA rules.



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17 May 2012 [REGISTER NOW >>](#)

**Workplace Harassment: Practical
DOs and DONTs**

Instructor: Sandra Hanson
Davenport, Evans, Hurwitz & Smith, L.L.P.

Format: FREE Live Online Webinar
Time: 10 - 11 a.m. CT (Thurs., May. 17)

Course Overview: DO: maintain good morale in the workplace by providing employees with a safe, enjoyable and better working environment. DON'T: make yourself a target for lawsuits brought by employees who assert that you did not keep their working environment free from illegal harassment. We will discuss practical suggestions for keeping illegal harassment out of your workplace by recognizing harassment and implementing and enforcing anti-harassment procedures.