

**DON'T LOSE A MANAGER  
TO AN EMPLOYMENT PRACTICE  
MISTAKE THAT COULD BE  
AVOIDED WITH PROPER TRAINING**

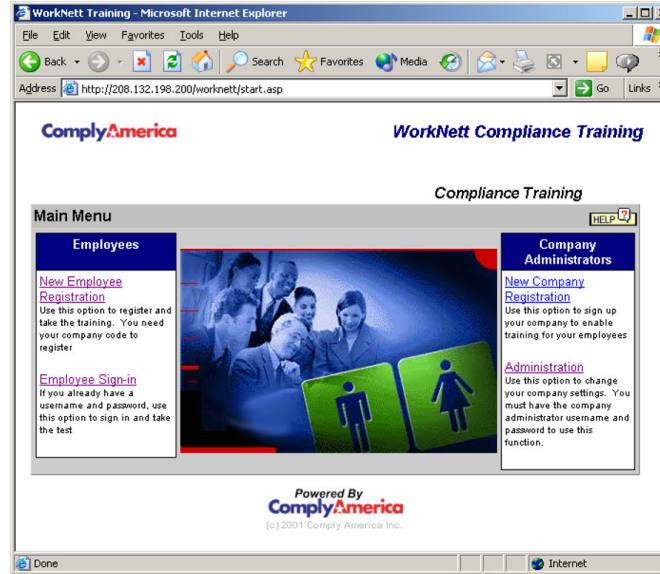
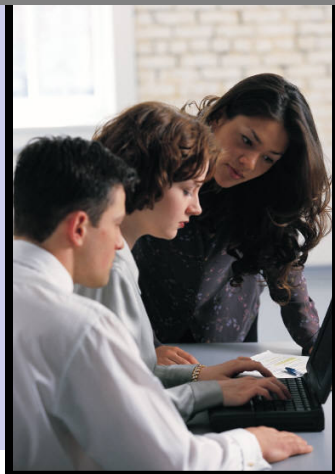
**TRAINING YOUR MANAGERS  
IS A MUST**

A recent decision by the U.S. Court of Appeals for the Federal Circuit found that allowing supervisors with hiring authority to be ignorant of the basic features of anti-discrimination laws can amount to a jury finding of "reckless indifference" (basis for punitive damages) on the part of the employer.

**CAN YOU PROVE THAT YOU  
TRAINED YOUR MANAGERS?**

With Comply America you can. Comply America offers your managers training on-line. The date time and results of the training are captured on our databases as can be retrieved as evidence when needed. You will be able to demonstrate to the courts the good faith effort you made to train your managers and supervisors.

*Have the peace of mind that your company is providing the required information to its supervisors, managers and employees to protect the company and the individuals that work there.*



**Edgewater Holdings Ltd.**

**CORPORATE COMPLIANCE TRAINING**

**GO ONLINE FOR A  
DEMONSTRATION**

Go to [www.edgewater.net](http://www.edgewater.net) and follow the instruction to tour the management course or the sexual harassment prevention course!

HOW LONG DOES IT TAKE TO DEVELOP AN EFFECTIVE MANAGER? PROTECT YOUR BUSINESS AND THEIR CAREERS BY TRAINING THEM IN EMPLOYMENT PRACTICES COMPLIANCE..

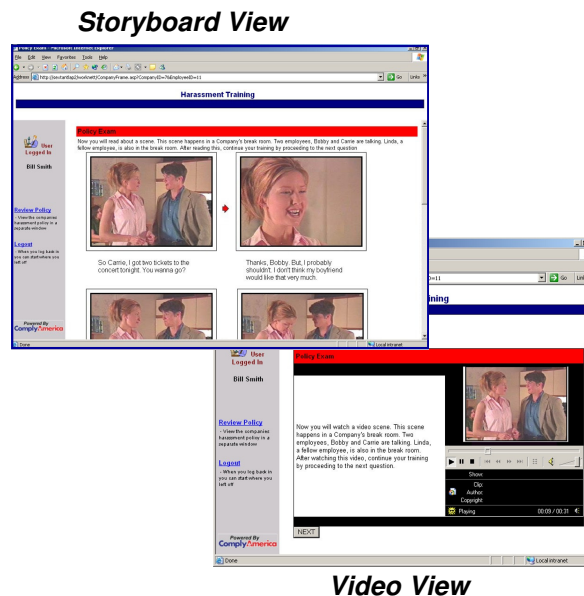
**INSURANCE MAY PROTECT YOUR FINANCIAL ASSETS BUT A CLAIM OR A LAWSUIT WILL COST YOU PRECIOUS TIME AND POSSIBLY YOUR MANAGER'S CAREER.**

# Comply America

## BENEFITS

- ◆ **Cost-effective**
- ◆ **Minimal negative impact on employer's operation (i.e. no communal meetings required)**
- ◆ **Easy accessibility and simple implementation**
- ◆ **Covers the entire gamut of discrimination and harassment issues (i.e. sex, race, ethnicity, religion, age, disability, retaliation)**
- ◆ **May bar recovery of punitive damages against employer in employment discrimination litigation**
- ◆ **Real-life visual and audio scenarios hold managers' attention and reinforce training concepts**
- ◆ **Helps managers identify their own prejudices and attempt to overcome them**
- ◆ **Helps to foster a more pleasant work environment**
- ◆ **Sensitizes managers to sexual harassment issues and provides the tools to deal with these types of complaints**
- ◆ **Enhances management sensitivity to EEO issues that may arise in the hiring and promotion process**
- ◆ **Heightens awareness to appropriate questioning in the interview process**

- ◆ **Provides guidelines on effectively communicating reasons for the selection and non-selection of candidates in the hiring and promotion process**
- ◆ **Covers the entire gamut of discrimination and harassment issues (i.e. sex, race, ethnicity, religion, age, disability, retaliation)**
- ◆ **Educates managers on the complexities of the Americans With Disabilities Act**
- ◆ **Reduces employer's ultimate exposure to sexual harassment claims**
- ◆ **Reduces employer's ultimate exposure to discrimination claims**
- ◆ **May bar recovery of punitive damages against employer in employment discrimination litigation**
- ◆ **In case of litigation, employer has proof-positive records of management training and substance of training**



## WHAT EQUIPMENT DO WE NEED?

You will need access to the internet. Any Browser will do. All of the software and all of the record keeping is done on our end. The course is presented in story board format or in streaming video. Your managers can take the course at home, in a public library at anytime.

## HOW MUCH DOES IT COST?

**Compare Price:** For policy holders who place business through Edgewater Holdings, Ltd. the Management Course is ***included at no additional cost***

The Sexual Harassment Prevention Course is:

- ***Included as a benefit for all Employment Practices Risk Management Association (EPRMA) members***
- Price for businesses that are not EPRMA members or Edgewater clients: **\$20 per employee \$60 per supervisor, \$400.00 Minimum.**

When the course is completed you may be eligible for a loss control discount upon the renewal of your Policy.

## HOW DO WE SIGN UP?

Call or E-mail Kevin Ribble at Comply America (214) 676-8662.or [kribble@complyamerica.com](mailto:kribble@complyamerica.com)

*The Practicing Law Institute offers Comply America to Fortune 500 companies throughout the United States. Now it is available to companies of any size.*