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**Cost:**

\$10 a class — includes lunch

**Register:**

For more information and to register, call Denise Taylor at 661-336-5010 or email [contact@weill-bac.com](mailto:contact@weill-bac.com)

**Class Location:**

Business Assistance Center

**Business Assistance Center**  
Kern Community College  
District  
2100 Chester Avenue  
Bakersfield, CA 93301

Phone: 661-336-5010  
Website: [weill-bac.com](http://weill-bac.com)  
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# Law Basics for Business Owners

presented by

**BORTON PETRINI, LLP**

and

## The Business Assistance Center Of Kern Community College

• **Commercial Real Estate Property Leases**

—Jeff Travis, Speaker.....July 15, 2009, 11:30-1:00

What you should know before you sign a commercial lease and how to deal with complications related to commercial leases.

• **To Incorporate or Not to Incorporate**

—Steve Karcher, Speaker..... July 22, 2009, 11:30-1:00

Addresses choosing the appropriate entity for your business such as whether you should continue doing business as a sole proprietor or should you incorporate. Discusses the pros and cons of partnerships and common pitfalls in forming business associations of all kinds.

• **Employment Law—How To Avoid Wage and Hour Lawsuits by Employees**

—Jeff Travis, Speaker..... July 29, 2009, 11:30-1:00

Focuses on understanding wage and hour claims, an employer's obligation in classifying their employees as exempt or non-exempt, and how wages are to be paid without violating applicable wage orders.

• **Employment Law—The Dos and Don'ts of Hiring & Firing Employees**

—James Braze, Speaker.....August 5, 2009, 11:30-1:00

Provides an easy-to-reference checklist for ensuring that you are not violating employment laws related to hiring and firing employees.

• **Employment Law—Understanding Discrimination in the Workplace**

—James Braze, Speaker..... August 12, 2009, 11:30-1:00

Focuses specifically on the various types of discrimination laws in California and what you, as an employer, need to do to avoid violating these laws.

• **How to Keep Your Business Afloat in a Down Economy**

—Steve Karcher, Speaker.....August 19, 2009, 11:30-1:00

Addresses many of the issues facing business owner's in today's turbulent marketplace. Receive tips, renegotiation/workouts, merger opportunities, bankruptcies, and other relevant topics.

• **Employment Law—Understanding Sexual Harassment in the Workplace**

—James Braze, Speaker.....August 26, 2009, 11:30-1:00

Focuses specifically on sexual harassment laws in California and what you, as an employer, need to do to avoid violating these laws.

• **How to Protect My Company's Intellectual Property**

—Jeff Travis, Speaker.....September 2, 2009, 11:30-1:00

Addresses the various types of intellectual property inherent in every company and how to protect these rights. This class also discusses steps you can take to ensure you are not infringing other's rights.