

## Writing and Speaking Engagements

Douglas B. Large, Esq.

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10/10/06, "Legal Aspects of Human Resource Management," guest speaker, Elements of Human Resource Management Course, University of California, Santa Barbara, CA

9/27/05, "When the End is Near: What to Consider and Do *Before* Terminating an Employee," Santa Barbara Club Managers' Association, Santa Barbara, CA

6/17/04, "Preventative Employment Law for Restaurateurs," Archbald & Spray LLP and Law Offices of Peter D. Kusnitzow, P.C., Santa Barbara, CA

4/7/04, "What You Must Know About Employment Law (Some of the More Important Issues),"@ HR Academy Presented by HRxpress, Santa Barbara, CA

3/8/04, "Sexual Harassment: What It Is and How to Avoid It,"@ Beachside Bar Cafe, Goleta, CA

6/7/00, "AAB 60 and How to Avoid an Expensive Trip to the State Labor Commissioner: Essential Wage and Hour Rules and Regulations for California Employers,"@ Santa Barbara Employers Advisory Council and Santa Barbara Employment Development Department, Santa Barbara, CA

1/25/00, "AAB 60 and How to Avoid an Expensive Trip to the State Labor Commissioner: Essential Wage and hour Rules and Regulations for Wineries,"@ Santa Barbara County Winery Financial Managers, Foxen Canyon, CA

1/00, "How to Avoid Lawsuits,"@ Metro Magazine

6/15/99, "Analyzing and Subduing Creeping Claims: Workers= Comp and the Cross-Over with ADA and FMLA, A Middle Kingdom Managers, Santa Barbara, CA

4/27/99, "Management and Discipline of Employees: Safely Negotiating Through the Employment Minefield,"@ Howden Fluid Systems, Santa Barbara, CA

11/12/98, "Working with Today's Labor Force,"@ California Transit Association 33<sup>rd</sup> Annual Fall Conference, Santa Barbara, CA

3/28/98, "Smart Hiring and Safe Firing: Beginning and Ending the Employment Relationship,"@ Santa Barbara Employer Advisory Council seminar, Santa Barbara, CA

3/18/98, "Controlling and Disciplining the Dangerous Employee,"@ Santa Barbara Employer Advisory Council seminar, Santa Barbara, CA

1/27/98, "Hiring Without Lawsuits: Remaining Within the Shrinking Boundaries of What Is Appropriate and Legal,"@ Council on Education in Management seminar, Santa Barbara, CA

11/18/97, ASmart Hiring and Safe Firing: Beginning and Ending the Employment Relationship,@ Cutter Motors, Santa Barbara, CA

10/20/97, AAnalyzing and Subduing Creeping Claims: Workers= Comp and the Cross-Over with ADA and FMLA,@ Council on Education in Management seminar, Santa Barbara, CA

6/17/97, ARisk-Free Hiring: How to Interview, Check References and Use Preemployment Testing Without Triggering Liability,@ Council on Education in Management seminar, Santa Barbara, CA

4/30/97, Co-Speaker, AEmployment Laws Don=t Discriminate C They Apply to Nonprofits Too!@ Nonprofit Support Center of Santa Barbara County seminar, Santa Barbara, CA

2/20/97, AWage and Hour Overtime Rules for Offshore Work,@ Western States Petroleum Association, Ventura, CA

1/15/97, Co-Speaker, AAvoiding an Expensive Trip to the State Labor Commissioner: Essential Wage and Hour Rules and Regulations Every Employer Must Know,@ South Central Coast Business Educational Consortium seminar, Santa Barbara City College, Santa Barbara, CA

11/6/96, AWorkers= Compensation and the ADA/FMLA: Issues and Solutions,@ Council on Education in Management seminar, Santa Barbara, CA

5/10/96, ATelecommunications Privacy,@ Santa Barbara Employer Advisory Council seminar, Santa Barbara, CA

3/19/96, AEmployment Law for the Small Employer,@ Medical Managers, Santa Barbara, CA

2/21/96, AWhere to Begin When the Leave Ends [ADA, FMLA, CFRA and Workers= Compensation],@ Santa Barbara Human Resources Association seminar, Santa Barbara, CA

3/22/95, Co-Speaker, AIndependent Contractors v. Employees@ and ASexual Harassment: What It Is, the Consequences, and How to Avoid It,@ Santa Barbara CPA/LAW Forum, Santa Barbara, CA

10/25/94, Co-Speaker, AHow to Avoid Discrimination and Sexual Harassment Claims,@ Santa Barbara Chapter, California Restaurant Association, Santa Barbara, CA

4/19/94, Co-Speaker, AAmericans with Disabilities Act and Related Civil Rights Legislation,@ Joint Medical-Legal Committee, Santa Barbara, CA

3/31/94, Co-Speaker, ASelected Topics on Employment Law Issues and Recommendations for Covering Your Assets,@ Santa Barbara/Ventura County Dental Society, Santa Barbara CA

11/8/93, ASafely Negotiating the Employment Law Minefield to Avoid Personal and/or Health

Care Authority Liability,@ Santa Barbara County Special Health Care Authority, Santa Barbara, CA  
3/5/93, Co-Speaker, AUpdate on New Legislation [ADA]@ portion of AHow to Cover Your Assets:  
Preventive Law Employment Practices@ seminar, Santa Barbara City College Business & Industry  
Associates, Santa Barbara, CA

1/12/93, ACreating a Safe and Caring Work Environment,@ Keeping Inn Touch Conference,  
California Association of Bed & Breakfast Inns, Santa Barbara, CA

10/24/92, Co-Speaker, AEmployment Law Update,@ Santa Barbara Legal Secretaries Association  
seminar, Santa Barbara, CA

11/8/91, Co-Speaker, AAmericans with Disabilities Act,@ management seminar, City Commerce  
Bank, Santa Barbara, CA#