

## Writing and Speaking Engagements

Douglas B. Large, Esq.

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07/16/09, "So, You Are Thinking of Downsizing?" Nonprofit Support Center, Goleta, CA

08/12/08, "Why You Need ADR At Your Company," Human Resources Association of the Central Coast, San Luis Obispo, CA

09/11/07, "Discipline and Termination," Human Resources Association of the Central Coast, San Luis Obispo, CA

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, "AB 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, "AB 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," 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, "Smart Hiring and Safe Firing: Beginning and Ending the Employment Relationship," Cutter Motors, Santa Barbara, CA

10/20/97, "Analyzing 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, "Risk-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, "Employment Laws Don't Discriminate ~ They Apply to Nonprofits Too!" Nonprofit Support Center of Santa Barbara County seminar, Santa Barbara, CA

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

1/15/97, Co-Speaker, "Avoiding 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, "Workers' Compensation and the ADA/FMLA: Issues and Solutions," Council on Education in Management seminar, Santa Barbara, CA

5/10/96, "Telecommunications Privacy," Santa Barbara Employer Advisory Council seminar, Santa Barbara, CA

3/19/96, "Employment Law for the Small Employer," Medical Managers, Santa Barbara, CA

2/21/96, "Where 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, "Independent Contractors v. Employees" and "Sexual Harassment: What It Is, the Consequences, and How to Avoid It," Santa Barbara CPA/LAW Forum, Santa Barbara, CA

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

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

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

11/8/93, "Safely 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, "Update on New Legislation [ADA]" portion of "How to Cover Your Assets: Preventive Law Employment Practices" seminar, Santa Barbara City College Business & Industry Associates, Santa Barbara, CA

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

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

11/8/91, Co-Speaker, "Americans with Disabilities Act," management seminar, City Commerce Bank, Santa Barbara, CA