

# DEFENSIVE MANAGEMENT



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1

## THE APPLICATION

At-will status

No oral contracts

Arbitration / Class Action / Jury Waiver

Release (current / prior employers)

Affirmation / After Acquired Evidence

Background check authorization



2

## THE INTERVIEW NOTES

- AVOID PHYSICAL DESCRIPTIONS TO REMEMBER CANDIDATES
- FOCUS ON QUALITIES OF PROMISING CANDIDATES

## THE OFFER LETTER

- At Will Status / No oral contracts to the contrary.
- Contingencies (drug testing, background check, signing NDA)
- Initial Position & Compensation
- Benefits – subject to change
- Relocation reimbursement (cap)

# THE OFFER LETTER

- By signing, employee represents that acceptance of the position doesn't violate a commitment to a prior employer.
- Employee is not to share any confidential or trade secret information from prior employers.
- No prior representations or promises

# New Hire Package

- W-4
- I-9
- Wage Deduction Authorization
- Benefits Enrollment Information
- Workers' Compensation Notice
- Handbook Acknowledgement
- Arbitration / Class Action / Jury Waiver
- Recording Hours

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[Defensive Documentation from Hiring to Firing \(2022\)](#)

First appeared as part of the conference materials for the  
2022 Essential Employment Law: A Practical Course in the Basics session  
"Defensive Documentation from Hiring to Firing"