



Presented by  
**Jim Nys of  
 Personnel-Plus!  
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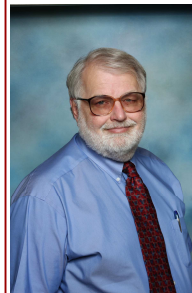


## Managing in Montana 2012

### *Montana's Top Employment Questions*

1. Who is **exempt** from overtime?
2. What activities must I **pay** an employee for?
3. Who qualifies as an **independent contractor**?
4. When can I use drug, alcohol, and polygraph **testing** with my employees?
5. How can I terminate workers without being found guilty of **wrongful termination**?
6. How do I avoid charges of workplace **discrimination** and harassment?
7. What are my responsibilities towards an employee with a **disability**?
8. What **time off** must I approve and when can I say no?
9. How should I respond to **Unemployment Insurance**?
10. How do **Montana laws** differ from other state's employment laws?

NFIB Members	\$79
Non-NFIB Members	\$99
<b>\$20 per person discount given if sending two or more representatives to the same workshop.</b>	



**James A. Nys  
 Presenter**

Nys has well over 30 years experience in personnel management working for the State of Montana and since 1987 as a private consultant. Nys holds a Masters degree from the University of Montana and is certified as a "Senior Professional in Human Resources" by the Society for Human Resource Management (SHRM). Nys is also a member of the NFIB and part of the NFIB MT Leadership Council.

### 2012 Summer Tour

<b>Helena</b>	<b>June 14th</b>
<b>Bozeman</b>	<b>June 20th</b>
<b>Lewistown</b>	<b>June 27th</b>
<b>Kalispell</b>	<b>July 25th</b>
<b>Hamilton</b>	<b>August 1st</b>
<b>Missoula</b>	<b>August 2nd</b>
<b>Butte</b>	<b>August 22nd</b>
<b>Great Falls</b>	<b>August 23rd</b>
<b>Billings</b>	<b>August 29th</b>

#### **TO REGISTER:**

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