



Federated Insurance's Claim of the Month — Could it happen to you?

After having his employment terminated for performance issues, a salesman sued his former employer for retaliatory discharge.

CLAIM AMOUNT: \$250,000

Employment-related matters are sensitive. Navigating them requires knowledge, solid policies, and sound judgment. Use caution, act purposefully, and ensure any action you take is the right one.

- Consult a human resources or legal professional before taking any action.
- Document, document, document. If an employee exhibits problematic behavior or lags in performance, document those facts when they happen and include the specific details of the situation and any discussions you had with the employee.
- Take special care to understand any legal requirements surrounding unique conditions or circumstances that apply to your employees.
- Gather as many facts and perspectives as you can before making decisions that affect someone's employment. Some situations can be addressed with disciplinary action before proceeding to the step of terminating employment.

Employment-related laws can be complicated. In an effort to avoid legal entanglements — and potentially high defense and settlement costs — businesses must be careful and deliberate. Research and understanding are key components of any HR strategy. The advice of qualified legal counsel can also help clarify a business's course of action.

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Qualified counsel should be sought with questions specific to your circumstances and applicable laws.

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