



THE HIDDEN DANGERS OF DIY EMPLOYMENT LAW

& How to Safeguard Your Business

IN TODAY'S FAST-MOVING BUSINESS WORLD, IT'S TEMPTING TO HANDLE HR AND EMPLOYMENT LAW MATTERS INTERNALLY.

WHILE RELYING ON TEMPLATES, PAYROLL SERVICES, OR AI TOOLS MAY SEEM EFFICIENT, DIY EMPLOYMENT LAW CAN QUIETLY EXPOSE YOUR BUSINESS TO SERIOUS LEGAL AND FINANCIAL RISKS.



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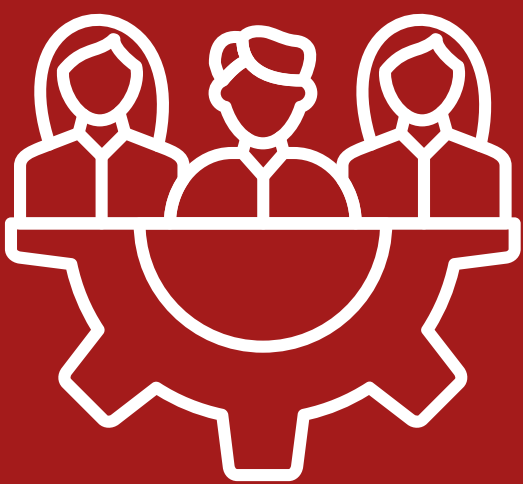
Why DIY Employment Law is Risky



1 in 4 businesses face a lawsuit every year. Employment-related claims are some of the most common—and the most costly.



Insurance doesn't cover everything. Policies often exclude certain claims or don't cover the full cost of litigation or compliance issues.



Compliance missteps can hurt your workforce. Mismanagement leads to lower productivity, higher turnover, and a damaged workplace culture.



HR professionals aren't lawyers. Even experienced HR teams may not have the legal resources needed to handle complex situations.



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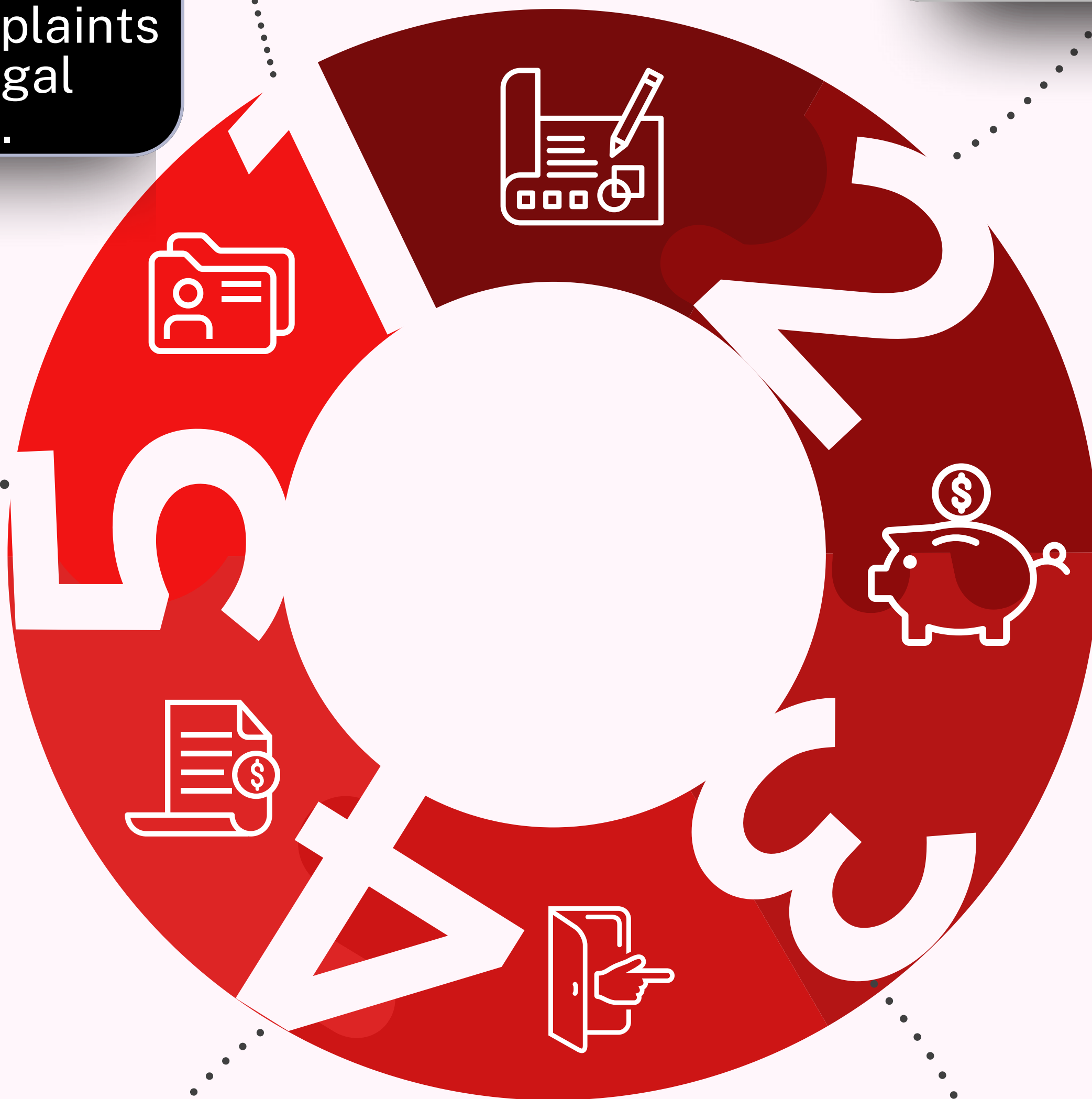
RED FLAGS OF DIY EMPLOYMENT LAW

If any of these sound familiar, your business may be exposed:

Asking AI tools like ChatGPT to draft employee agreements, handbooks, or policies.

Relying on your payroll service to keep you up to date on employment laws.

Letting HR handle sensitive complaints without legal backup.



Responding to EEOC, DOL, or other agency charges without legal assistance.

Terminating employees without legal review because "we're at-will."

WHEN TO ENGAGE AN EMPLOYMENT LAWYER

1

Moment #1: Before You Start Hiring

- Draft compliant handbooks, contracts, and postings.
- Train managers and leadership on responsibilities and obligations.

2

Moment #2: Your Annual Employment Check-Up

- Update documents and policies.
- Conduct anti-harassment and compliance training.
- Audit for gaps that may lead to penalties or claims.

3

Moment #3: When A Situation Arises

- Risky terminations.
- Employee complaints or internal investigations.
- Wage and hour disputes.
- EEOC, DOL, or other investigations.
- Business restructuring or downsizing.



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Why?

PROACTIVE LEGAL SUPPORT MATTERS

Working with an employment lawyer can help your business:



AVOID LITIGATION EXPENSES.



PREVENT COMPLIANCE PENALTIES.



MAINTAIN PRODUCTIVITY AND MORALE.



SAFEGUARD YOUR COMPANY'S REPUTATION.

CONNECT WITH SAVINE EMPLOYMENT LAW

CONTACT US TODAY TO SCHEDULE A CONSULTATION. WE'LL HELP YOU ASSESS WHERE YOUR BUSINESS STANDS AND HOW TO STAY PROTECTED.



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