



**EMPLOYMENT LAW ALLIANCE®**  
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**Free 90-Minute Webinar**

## **Your Top Talent Walks Out the Door: Now What?**

**How to Stop Your Competitors from Raiding Your  
Workforce and Engaging in Unfair Competition in  
the U.S. and Canada**

**Wednesday, June 9, 2010**

- 3:00 - 4:30 p.m. EDT
- 2:00 - 3:30 p.m. CDT
- 1:00 - 2:30 p.m. MDT
- 12:00 - 1:30 p.m. PDT
- 9:00 - 10:30 a.m. HAST
- 7:00 - 8:30 p.m. GMT

As the economy begins to bounce back, many companies are taking advantage of the opportunity to lure away top talent from their competitors. At the same time, entrepreneurial employees are themselves setting up competing businesses on your “nickel”. On top of all of that, when these employees depart, many are taking with them trade secrets and using unlawful techniques to steal away your customers. Does any of this sound familiar?

The challenge when managing this dilemma is that the laws in this area vary greatly from jurisdiction to jurisdiction. Some states enforce non-competes and others don’t. Some courts will issue temporary restraining orders and others are very reluctant to do so. This session will offer practical and concrete strategies to help minimize these problems throughout the U.S. and Canada. The speakers will focus on:

- Drafting and enforcing restrictions on employee competition when doing business in multiple jurisdictions at one time

- How the “duty of loyalty” can be used to stop your employees from setting up competing businesses while still employed by you.
- What you can do to minimize the risk that your employees will walk out the door with your trade secrets
- How to stop your competitors from engaging in unfair competition.

### **You Are Invited to a Free 90-Minute Webinar**

To help you and your colleagues better understand this important employment law-related issue, please join us for this informative webinar. Please check your local time zone to determine the correct correlation to the start times.

### **Who Should Attend?**

The webinar is an invitation-only event exclusively for clients of ELA member law firms. The information presented will be of particular interest to:

- In-house Counsel
- Human Resources Professionals
- Corporate Executives and Business Owners

### **CLE Credit**

The Employment Law Alliance is not able to offer CLE credits at this time; however, for states that will accept it, a Certificate of Attendance will be posted with the other webinar materials immediately following the webinar for you to download as needed.

### **Speakers for “Your Top Talent Walks Out the Door: Now What”**

- Linda H. Joseph, Moderator, Schröder, Joseph & Associates, Buffalo, NY
- Betty S.W. Graumlich, Reed Smith, LLP, Richmond, VA
- Steven M. Gutierrez, Holland & Hart LLP, Denver, CO
- Gregory J. Heywood, Roper Greyell, Vancouver, British Columbia,
- Andrew H. Smith, Senior Counsel, Citigroup, New York, NY
- Barry M. Willoughby, Young Conaway Stargatt & Taylor, LLP, Wilmington, DE

### **Register**

To register for this webinar, please go to: [www.employmentlawalliance.com](http://www.employmentlawalliance.com) and click the link in the box on the right entitled, “Employment Law Webinars.”

### **About the Employment Law Alliance**

The [Employment Law Alliance](http://www.employmentlawalliance.com) is the most comprehensive network of labor and employment attorneys in the world. Our network of over 3,000 attorneys provides employment and labor expertise in all 50 U.S. states and in more than 300 cities in over 110 countries around the globe. ELA members work closely together to ensure that their clients’ legal matters are handled seamlessly wherever they do business. The ELA provides a smarter, more efficient and

effective alternative to using a single multi-state or multi-national law firm. For more information about the ELA, please visit: [www.employmentlawalliance.com](http://www.employmentlawalliance.com).

### **Questions?**

For additional information or questions, please contact Linda Henderson at the Employment Law Alliance ([leh@employmentlawalliance.com](mailto:leh@employmentlawalliance.com)).

**The audio and power point slides from this webinar will be posted on the ELA website within 48 hours of completion. If you are unable to attend the “live” session, we invite you to listen via the website.**

***Note:* you will need to create an account on the ELA website if you have not already done so; please follow the instructions for registering when you click the link to whichever program you would like to listen.**