

## SOCIAL MEDIA, MARIJUANA, AND PRIVACY: HOW YOUR EMPLOYEES' OFF-DUTY CONDUCT CAN AFFECT YOUR BUSINESS

Date	September 27th, 2017
Time	7:45 a.m. - 10:45 a.m.
Location	Four Points Sheraton 5115 Hopyard Rd. Pleasanton, CA 94588

Every employee has a life outside the office. While employers have little control over what employees do on their own time, changes in the law, politics, and social media are forcing employers to consider whether they should become involved, and if so, whether they are permitted to do so and how. What happens when an employer believes an employee's off-duty activities affect, conflict with, or interfere with the employee's performance or the company's policies?

While there is no one-size-fits-all approach, Hoge Fenton's Employment Law Team can help you respond to your employees' off-duty conduct in a consistent, fair, and legal manner. Join us for an interactive discussion about social media, the legalization of marijuana in California, the distinction between private and public activities, and employers' rights and obligations with respect to these issues.

School is back in session, so we will be conducting this seminar in classroom workshop style! So please bring your thinking caps and be prepared to share your insights and expertise with others.

### Who Should Attend

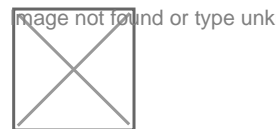
Business owners and managers, CEOs, CFOs, COOs, in-house legal counsel, human resource professionals, trusted advisors, and others responsible for personnel matters.



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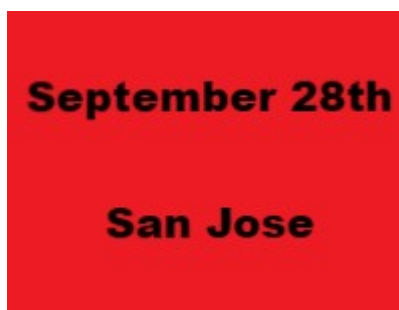
**Clare Michaud**  
Law Clerk

## RSVP



**Program Time:** 7:45 am - 10:30 am  
**Location:** Four Points Sheraton  
5115 Hopyard Rd.  
Pleasanton, CA 94588

**Hoge Fenton Clients:**  
**Click Here to Register - At No Charge**  
**Non Hoge Fenton Clients:**  
**Click Here to Register - \$35**



**Program Time:** 7:45 am - 10:30 am  
**Location:** Hoge Fenton San Jose Office  
60 S. Market St 2nd Floor  
San Jose, CA 95113

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**Click Here to Register - At No Charge**  
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## Registration

Registration includes program materials, 2.5 hours of MCLE / CPE, and a continental breakfast.

This program has been submitted for 2.5 (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute.

**Click here** for more information about our Employment Law practice.