

Heidi McNulty has been in Human Resources for over 12 years. She maintains her SPHR certification.

She has a master’s degree from University of Phoenix – Masters of Science in Accounting and a Bachelor of Science in Business Management

 Part owner of X3 Tradesmen staffing service. She has hired and fired over 1000 people in the last ten years.

The objective of this class is to teach the following objectives:

* 1. Identify protected classes and the exception (BFOQ)
	2. Understand the difference between “Right to work” and “At Will” employment
	3. Understand the risks for improper screening, hiring and termination processes
	4. Assess the risks in specific scenarios you may run into
	5. Discuss specific situations that may apply to your company