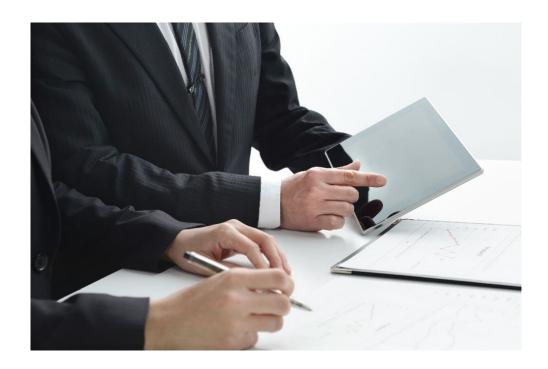


Minimum Wage



Independent Contractors



Final Wages/Deductions



Meal and Rest Periods

Rounding





PAGA





Non-Compete/Non-Solicit



Leave Laws



Thank You!



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CLE, HRCI, & SHRM Credit 2024 Q1 WorkSmarts – March 6th, 2024

CLE State	Credit Type
Arizona	2 General
California	Pending
Colorado	2.0 General
Florida	2.5 General
Kansas	2.0 General
Georgia	Pending
Minnesota	2.0 General
Missouri	2.4 General
Nebraska	2.0 General
Nevada	2.0 General
Oklahoma	2.5 General
Tennessee	2.0 General
Texas	2.0 General
Utah	Pending

Note: The CLE credit hours displayed are based on attendance for the entire series. Partial credit will be granted for attendance at individual sessions.

HRCI & SHRM

HR Certification Institute's® (www.HRCI.org) official seal confirms that Spencer Fane meets the criteria for pre-approved recertification credit(s) for any of HRCI's eight credentials, including SPHR® and PHR®. Program has been approved for 1 HR (General) recertification credit hour toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®). The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.

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If you would like to request CLE's and did not provide your bar number during registration, please email your bar number to education@spencerfane.com.

Please allow 7-21 days to process CLE credits. While sessions are recorded and available for 30 days, many states have restrictions regarding on-demand sessions.

Our recordings do not meet all state requirements. To receive credits for on-demand viewing would require self-submission to your state bar and thorough understanding of that state's requirements.