

CRICHTON RISK MANAGEMENT CLASSES

The Crichton Group is committed to providing exceptional services for our valued clients. As part of this mission, we offer [free training and educational courses](#) to help reduce our clients' insurance and compliance costs. These classes are held in the training room at our office.

Registration for classes will open approximately 60 days prior to the class date. Space is limited, so register early. Please limit your registrations to three people per organization, so that we can accommodate as many of our clients as possible. If you have any questions or find that you cannot attend, please contact Bryan McBride at 615.687.2959 or bmcbride@thecrichtongroup.com. The class size minimum is 15. All times are in Central Standard Time.

DATE	TOPIC
Tuesday, January 30 9 a.m. – 12 p.m.	What to Do & Not Do When You Have an Employment Liability Situation
Wednesday, February 28 9 – 11 a.m.	New to HR Training – The Alphabet Soup & Other Need-to-Know Info
Tuesday, March 6, 8 a.m. – 4 p.m. Wednesday, March 7, 8 a.m. – 12 p.m.	OSHA 10-Hour Training – Construction
Thursday, March 22 9 – 11:30 a.m.	Two-Hour Drug Free Workplace – Reasonable Suspicion
Tuesday, April 24 9 – 11 a.m.	What's (Not) In Your Employee Handbook & Drafting Social Media Policies
Thursday, May 3, 8 a.m. – 4 p.m. Friday, May 4, 8 a.m. – 12 p.m.	OSHA 10-Hour Training – Construction
Thursday, May 10 9 – 11 a.m.	The New Norm: Awareness & Response to Active Shooter & Life Safety Threats
Thursday, May 31 9 – 11 a.m.	Diversity & Inclusion in the Workplace
Tuesday, August 14, 8 a.m. – 4 p.m. Wednesday, August 15, 8 a.m. – 12 p.m.	OSHA 10-Hour Training – Construction
Tuesday, September 18 9 – 11 a.m.	Fleet Safety & Managing Your Risk
Thursday, September 27 9 – 11:30 a.m.	The Wild West of Certificates of Insurance – Additional Insureds & Contractual Insurance Requirements
Monday, October 29, 8 a.m. – 4 p.m. Tuesday, October 30, 8 a.m. – 12 p.m.	OSHA 10-Hour Training – Construction
Wednesday, November 7 9 – 11:30 a.m.	Keys to Managing Your Workers' Compensation Costs

(See more information for each topic below)

TOPIC INFORMATION

What to Do & Not Do When You Have an Employment Liability Situation

Instructors: Anne McKnight, J.D. & Brent Morris, J.D., Wimberly Lawson Wright Daves & Jones, PLLC & Chris Williams, SPHR, SHRM-SCP, Human Resources Consultant, HROutSource

Target Audience: Risk Managers, HR Professionals & Managers

This session will focus on conducting effective internal investigations and how your employment practices liability insurance policy coverage responds.

New to HR Training – The Alphabet Soup & Other Need-to-Know Info

Instructor: Chris Williams, SPHR, SHRM-SCP, Human Resources Consultant, HROutSource

Target Audience: Risk Managers, HR Professionals & Managers

This session is for the company who may not have a Human Resources person or has a person who is new to HR or HR may be a secondary responsibility. We will discuss the most critical areas of HR that businesses should be aware of and how to minimize the risk of employee-related lawsuits.

OSHA 10-Hour Training – Construction

Instructor: Shannon Crawford, CSP, Risk Control Specialist, The Crichton Group

Target Audience: Risk Managers, Supervisors, Safety Managers, Foremen, & Employees

Focused on construction, this session is an intro to OSHA and will cover Fall Protection, Electrocutation Hazards, Struck-by, Caught-in, Personal Protective Equipment Health Hazards in Construction, Excavations, Scaffolds and Stairways and Ladders. Attendees will receive an OSHA 10-hour training card.

Two-Hour Drug Free Workplace – Reasonable Suspicion

Instructor: Chris Williams, SPHR, SHRM-SCP, Human Resources Consultant, HROutSource

Target Audience: Risk Managers, HR Professionals & Managers

Designed for supervisors and managers, this two-hour session will discuss drugs in the workplace, best practices to manage drug addiction, reasonable suspicion, and will comply with the training requirement of the TN Drug Free Workplace Act.

What's (Not) In Your Employee Handbook & Drafting Social Media Policies

Instructor: Mary Dee Allen, J.D., Wimberly Lawson Wright Daves & Jones, PLLC

Target Audience: Risk Managers, HR Professionals & Managers

This session will give review essential policies and updates for 2018 to employee handbooks. We will also discuss the growing issues around social media and technology in the workplace, implementing a policy, investigating inappropriate social media posts and taking action, as well as cell phone usage in the workplace.

The New Norm: Awareness & Response to Active Shooter & Life Safety Threats

Instructor: Brink Fidler, Defend Systems

Diversity and Inclusion in the Workplace

Instructor: Chris Williams, SPHR, SHRM-SCP, Human Resources Consultant, HROutSource

Target Audience: Risk Managers, HR Professionals & Managers

Today's workplace is everchanging. We now have a multi-generational, as well as a multi-ethnic, workforce. How employers attract, retain and coach to maximize performance with this workplace is a challenge. This session is designed to make employers aware of potential diversity issues and to help them develop practices for success in this different workplace.

Fleet Safety & Managing Your Risk

Instructor: Barry Baird, CSP, Risk Control Specialist, The Crichton Group

Target Audience: Risk Managers, HR Professionals & Managers

This session will assist clients that have employees that operate vehicles as part of their responsibilities. It will discuss methods and policies ensuring appropriate fleet safety systems and controls are in place and that they are operating effectively. It will also focus on employees who operate their personal vehicles on behalf of the company.

The Wild West of Certificates of Insurance – Additional Insureds & Contractual Insurance Requirements

Instructors: Tracy Light, J.D., CIC, CRM, Director of Risk Management, The Crichton Group & Patrick McCain, Commercial Risk Advisor, The Crichton Group

Target Audience: CFO, Controllers, Project Managers, Risk Managers, & Safety Professionals

Whether you are the one providing a certificate of insurance or requiring one, certificates of insurance can be frustrating for all involved. This class will focus on ways to reduce that frustration including understanding the purpose of certificates, how they relate to insurance policies and whether they will comply with common contractual insurance requirements. We will review examples of certificates, contractual insurance requirements and provide tactical information on how to avoid the firing range of the Wild West!

Keys to Managing Your Workers' Compensation Costs

Instructor: Tracy Light, J.D., CIC, CRM, Director of Risk Management, The Crichton Group

Target Audience: Controllers, CEO/CFO, Risk Managers, HR Professionals, & Managers

This session will focus on the key components of a successful workers' compensation program and provide the basics on managing claims and experience modification factors. How to measure success and get buy in for injury prevention tools.

Look for these upcoming additional topics:

- Addressing Cyber Security and Technology Risks
- Recruitment Traps & Tips
- How the Risk Management Center Can Lower Your Cost of Risk
- Conflict Resolution for the Human Resources Professional

DIRECTIONS

We are located at 3011 Armory Drive, Suite 250, Nashville, Tennessee 37204. Many GPSs give incorrect information.

From I-65, take exit 79 (Armory Drive). We are located in the first three-story red brick building on the left after you cross the bridge.

If you come to the four-way stop at Sidco Drive, you have gone too far. Turn around and travel west on Armory Drive. We will be the second building on the right.



SUCCEED UNIVERSITY® FOR EMPLOYERS

In addition to the hundreds of safety videos, trainings, training shorts, and posters available in the Risk Management Center, the following webinars, seminars and other risk management focused events are available complimentary to our Risk Management Center Registered Users. If you are not a registered RMC user, please contact Bryan McBride at 615.687.2959 or bmcbride@thecrichtongroup.com.

- Risk Management Center Overview
- Resolve to Be Safe: Safety Best Practices for the New Year
- OSHA 300 Reporting Made Easy with Incident Track®
- Injury and Illness Prevention Program (IIPP) Development Using the Risk Management Center
- Safety Data Sheet and Hazard Communication Plan Management
- Seasonal Safety Series
- Aging Services Facilities & Fire Safety Programs
- Staying on Your Feet: Preventing Slips, Trips and Falls
- Sexual Harassment – What You and Your Supervisors Need to Know
- California Compliance: Heat Illness Regulation Changes
- OSHA’s Globally Harmonized System (GHS) & the June 1, 2014 Compliance Deadline
- “Can You Hear Me Now?” Noise and Hearing Protection for Employees
- How to Implement a Fall Protection & Prevention Plan
- Protecting Workers with Lockout/Tagout Procedures
- Industrial Hygiene Basics
- Lead Safety and Awareness
- California’s Assembly Bill (AB) 2053: What You Need to Understand and What Changes Took Effect on January 1, 2015
- Be Part of the Solution: Learn How to Use Solvents Safely
- Hand & Power Tool Safety
- Trending Losses and Incident Management
- Avoiding OSHA Issues: OSHA’s Top 10 Most Frequently Cited Violations
- How to Practice Behavior-Based Safety
- Using the Risk Management Center to Reduce Your Total Cost of Risk
- Portable Ladder Safety: Climb the Ladder to Safety
- Hot Work, Welding Safety, and Other Hot Items
- The Essentials of Electrical Safety in the Workplace
- Sit Up Straight! Office Ergonomics & Computer Workstations
- Assisted Living Incident Command System (ALICS)