

East Coast Risk Management is pleased to announce:



ECRM University is the place to go if you are looking for straight-forward, useful HR advice without the "scare tactics."

No tuition! No traveling! No stuffy professors or long lectures. Just two knowledgeable and practical Human Resource professionals with the information you need to protect your company and your employees. *And it all happens at your desk.*

Sign up NOW for our FREE live webinar:

"Human Resources: Just the essentials PLEASE!"

The first in a web series designed to give you the information you need to start implementing the HR Shield in your Organization

When:

Thursday, February 20, 2014
From 11am to 12pm

[Register](#)

Each and every day we hear from employers like you who have essential HR questions but are NOT looking for a degree in Human Resources. They just want to know how to handle their specific situations, from hiring to termination, in the best way possible. They want to protect their company while being considerate to their employees and their bottom line.

We've talked to hundreds of small business owners and managers, and regardless of the industry, size of the organization or the geographic region, all companies have to deal with the same HR issues every day. We understand what you are facing. Let us show you what you really need to know to successfully manage your greatest resource - your employees.

Our HR team will not overburden you with long lectures about laws and regulations. You won't find us standing in front of a lectern or flipping through endless hours of power point slides. Instead, you will be invited into our offices as we cut right to the chase and introduce you to the basic protections every company should and can have.

But we won't stop there. Join us for bi-monthly sessions that will dive a little deeper into those areas that create the most grief for business owners. Get the scoop on handling and preventing **harassment** of all kinds, avoiding **retaliation, wage and hour laws, managing benefits and vacation policies, records retention, Employment Practices Liability Insurance** and more.

Meet the Experts:



Renee L. Mielnicki, Esq. - *Employment Law Consultant*

Renee graduated cum laude with a Bachelor of Arts Degree in Political Science from the University of Pittsburgh and went on to earn a Juris Doctor degree from Duquesne University School of Law. She began her career at the law firm of Seewald, Mielnicki & Petro in 2001 where she practiced primarily in the areas of administrative, civil and criminal litigation. She then went on to serve the Allegheny County Housing Authority as its Associate General Counsel from 2007 to 2013. Her role with the Housing Authority was diverse, but included contractual work, policy drafting, union issues and grievances and a wide range of human resource related issues. Renee joined East Coast Risk Management in October 2013 as its Employment Law Consultant where she then began to focus exclusively on human resource and employment related issues.



Alexandra D. Pointon, PHR - *Manager, Human Resources Services*

Alex Pointon received her B.A. in Political Science and Spanish from the University of Pittsburgh and has also studied at Universidad de Belgrano in Buenos Aires, Argentina. She began her career as an Immigration Paralegal at a large Pittsburgh law firm before joining UPMC in 2008 as a Paralegal in the Employee Relations department. Alex spent several years at Genesis Rehab Services, a large long-term care organization, located in Philadelphia, PA where she served as Human Resources Business Partner and HR Manager for the corporate operations. Upon relocating back to Pittsburgh in October 2012, Alex returned to UPMC as the primary HR Consultant for UPMC's Corporate Services.

In her current role, Alex manages the HR Services function at East Coast Risk Management. She maintains professional affiliation with the Society of Human Resources Management (SHRM) and holds certification as a Professional in Human Resources Management (PHR). Alex has a broad scope of experiences in Human Resources with a focus in HR compliance, employee relations, talent management, employee engagement and retention initiatives as well as FMLA/ADA administration and guidance, and also speaks fluent Spanish.

