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Accurate Job Descriptions are Key

In last month's newsletter, we discussed the importance of creating - and then appropriately revising - your employee handbook. A proper handbook can be your business's best defense against unemployment claims and other grievances.

It is also crucial that your organization craft and maintain accurate job descriptions for your employees. While it may not be practical to capture *every* aspect of a job, the description should reflect your expectations for the responsibilities of that position, including any skills that are required for the job.

This becomes particularly important if a dispute arises under the Americans with Disabilities Act (ADA), which requires analysis of the essential functions of a particular job. Problems arise when there is confusion or ambiguity about what those essential functions are. You can avoid potential headaches by clearly identifying those essential functions in your job descriptions.

Put our firm's experience with crafting accurate job descriptions and navigating the ADA to use for your business.

Felt the Need for (Too Much) Speed?

You are not alone, and you may have options more attractive than pre-paying your ticket.



Depending on the jurisdiction where you received the citation, you may be able to attend a driver-improvement clinic or obtain a vehicle calibration, which can allow the offense to be reduced to a non-moving violation that does not have the same negative impact on your driving record and, by extension, your insurance.

Call us today if we can assist you or someone you know. We represent clients charged with traffic violations in Danville, Martinsville, Pittsylvania County, Henry County, Halifax County, and Charlotte County.

8th Annual Bridge to Bridge Race



We were thrilled to sponsor, and participate in, the 8th Annual Bridge to Bridge race sponsored by the Danville-Pittsylvania Cancer Association (DPC) earlier this month.

DPC provides financial assistance to cancer patients in our area, and proceeds from the race support the organization's important work.

Thanks to everyone at the race who stopped by our table to chat. If you did not pick up one of our new firm water bottles, swing by the office to grab one!

(Photo credit to Wendy Herrman)

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