

**The TRIP Ignite Program Presents**  
**Accelerate Your Business**  
**Navigating Your Onboarding Process: Employment  
Law Basics for the Early Stage Company**  
**ALL ARE WELCOME!**

@ The CURE Innovation Commons  
Thursday, September 7, 2017  
4:30 PM to 6:30 PM (EDT)

This Accelerate Your Business event will focus on the increasingly complicated hiring process which has become laden with potential legal pitfalls, particularly for small start-ups without in-house employee relations assistance.

Mary A. Gambardella, a partner in the law firm Wiggin and Dana's Labor, Employment & Benefits practice will address important topics such as:

- \* Job Applications- What you can and cannot ask
- \* Restrictions on and requirements regarding background checks
- \* Screening applications and common pitfalls of the interview process
- \* The importance of documentation reflecting the process
- \* Offer letters and onboarding agreements

After the program there will be opportunities to meet the speaker as well as to enjoy networking. **IF YOU WISH TO SET UP A 15 MINUTE ONE-ON-ONE MEETING WITH THE SPEAKER BEFORE OR AFTER THE EVENT, PLEASE SIGN-UP AT [ignite@thamesriverinnovation.org](mailto:ignite@thamesriverinnovation.org).**

“Accelerate Your Business” is a new series at CURE Innovation Commons to offer business know-how to individuals interested in learning how to start or to grow an enterprise. These educational forums are a part of the new program “Ignite” established under a grant from CTNext and sponsored by the TRIP collaborative.

Ignite is a partnership between the Commons and Spark Makerspace designed to spur new ideas, businesses, and innovative growth in the Thames River region by producing events, sponsoring education, and connecting entrepreneurs into the business development support system.



**Mary A. Gambardella** is a Partner at Wiggin and Dana, LLP and Chair of the Labor, Employment and Benefits Department, Co-Chair of the Diversity Committee and Chair of the Women's Network Committee.

Ms. Gambardella has decades of experience assisting clients in a wide range of industries, as well as educational institutions, in developing and implementing policies and procedures to ensure compliance with ever-changing laws and regulations; dealing with employment decisions in all categories, including sensitive discipline and termination processes; complicated leaves of absence under the varying federal and state statutory entitlements; reductions in workforce; and the drafting and negotiation of severance packages. She frequently conducts management and human resource personnel training; conducts and/or oversees internal investigations; assists with all aspects of internal wage/hour audits; and defends clients in connection with investigations conducted by state or federal agencies including departments of labor, OSHA, state human rights commissions and the EEOC. In connection with her representation of educational institutions, Ms. Gambardella has also handled Title IX and Clery Act matters. Ms. Gambardella is also a seasoned litigator with significant experience before state and federal courts, administrative agencies, and regulatory bodies involving all aspects of labor and employment law, including discrimination, sexual harassment, wrongful discharge, wage/hour and employment contract claims; including complex, multi-plaintiff claims and class actions involving these issues.

Register [here](#)

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