

**DICKENSON PEATMAN & FOGARTY**

WORLD CLASS LAW FIRM - WINE COUNTRY LOCATIONS

THE BUSINESS OF MEDICINE  
PRE-CONFERENCE

**Anatomy of a Hire:  
Hiring Primer for Physicians**



# The 30-Minute Primer

- Defining the Job
- Meeting the Candidates
- Taking the Plunge
- Setting the Tone
- Knowing When to Say When



# Questions? Fire away.



# Defining the Job

- Take a moment; be thoughtful.
- Job description/job posting.
- Foundational document.
  - Wage & Hour.
  - Disability accommodation.
  - Setting expectations.
- Foundational Issues.
  - Workers' comp., payroll, personnel files, safety.



# Meeting the Candidates

- Take it seriously.
- Involve staff.
- Plan your questions in advance.
- Avoid wage & hour pitfalls.
- Facebook.
- Don't freak out.

# Taking the Plunge

- ❑ Contract or offer letter?
- ❑ Salary or hourly?
- ❑ At-will or something else?
- ❑ Drug test, background check, references, etc.
- ❑ Setting the tone.

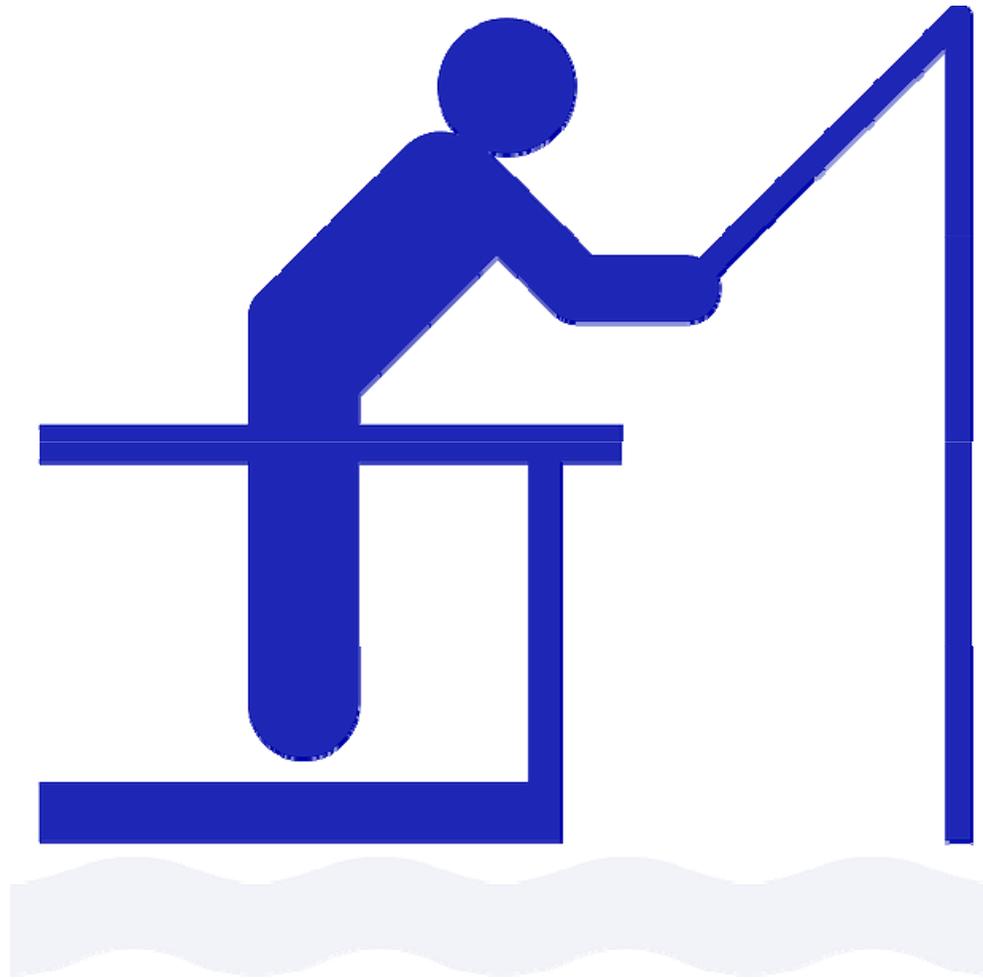


# Setting the Tone



- Avoid the fire drill.
- Take new hire paperwork seriously.
  - Personnel policies.
  - Harassment training.
  - I-9.
  - Taxes.
  - Secret stuff.
- Training and introductions.

# Knowing When to Say When



# QUESTIONS?



## About The Firm

**DICKENSON, PEATMAN & FOGARTY** provides a level of representation ordinarily associated with legal practices in major metropolitan centers. Our attorneys are routinely recognized in legal rankings and surveys as some of the best in their fields, and the firm is involved regularly with matters of local and national import. For over forty years DP&F lawyers have practiced law with the “get to know you” culture that has engendered significant client loyalty.

Rooted in the wine regions of Napa and Sonoma, DP&F provides full service legal representation to all manner of businesses and individuals throughout California, the United States and abroad. The Firm’s major practice areas include alcohol beverage law, business and corporate dealings, land use matters, labor and employment, civil litigation, intellectual property, real property transactions, as well as estate planning and probate. With offices in the major wine valleys of Napa and Sonoma, the Firm is intimately familiar with, and has extensive experience, in both the wine and hospitality industries.

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## About Your Presenter

**GREGORY J. WALSH** is the Co-Managing Director of Dickenson, Peatman & Fogarty and the lead Director in the firm’s Labor and Employment Group. Greg’s practice encompasses all aspects of labor and employment law, including advising employers on how to prevent issues before they arise, and developing workable solutions to those that do. Greg is also a member of the firm’s Wine Law and Litigation groups, representing clients in administrative and court proceedings.

A native Californian, Greg began his legal career practicing labor and general business law in Boston. He later returned to the Bay Area, where he continued developing his practice with one of the nation’s largest labor and employment firms, representing union and non-union employers. In 2004, Greg’s love of the wine country brought him north, where he now uses his range of experience to solve problems for North Bay employers, businesses and individuals. The North Bay Business Journal named Greg as a "Forty Under 40" award recipient.

Greg received his B.S. while double-majoring in Journalism and Sociology at the University of Oregon. He earned his law degree from University of California, Hastings College of the Law, where he served as Senior Executive Editor of the Communications And Entertainment Law Journal. Greg is admitted to practice in California, Massachusetts, and several federal jurisdictions.

Greg is an avid fan of the Rose Bowl Champion Oregon Ducks. He and his family live in Sebastopol.

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THANK YOU!

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