

COMMON EMPLOYMENT LAW MYTHS FOR START UP COMPANIES AND ENTREPRENEURS

1. **WE ARE FAMILY – WE ARE TOO SMALL FOR EMPLOYMENT LAWS TO APPLY TO US**

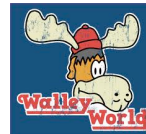


2. **EMPLOYEE V. INDEPENDENT CONTRACTOR – The Choice is Ours To Make**

3. **OVERTIME? In a Start Up? Don't Be Ridiculous**



4. **DON'T BRING ME DOWN – ANTI-DILUTION AND OTHER EQUITY/PAY MYTHS**



5. **VACATION AND OTHER BENEFITS**



6. **AT WILL EMPLOYMENT = We Do What We Want**

7. **NON-COMPETES ARE NOT ENFORCEABLE IN COLORADO**



8. **PROMISES, PROMISES – They Knew I Wasn't Serious . .**

9. **BREAKING UP IS HARD TO DO**

