

## The 2025-90 Minute Concept-Learning Webinar (live)



### Employment is a Contract for Performance

*“This is not a term and condition OF employment; it is a criterion FOR employment and retention.”*

This concept is aligned with Common, Constitutional, Employment, Labor, and Contract laws while ensuring compliance and fairness to all parties. **Participants** learn how the concept promotes shared duties, responsibilities, and accountability between employers and employees, supports lawful, performance-based decision-making. Through this approach, the program enables organizations to create a balanced, transparent, and results-oriented work environment. **Course handouts** are included.

**Presenter:** Dr. D. J. Van Meter, Principal, Van Meter and Associates, Inc., Columbus, Ohio Dr. Van Meter has 15 years of law enforcement service and 42 years of experience in officer training and management counseling. He has worked with numerous law enforcement agencies nationwide and has served as an expert witness in employer-employee rights arbitration and cases involving police use of lethal force.

**Date: May 8, 2025, from 1:30pm-3:00pm EST Webinar (online live)**

Prepaid Tuition: \$90 each if registered by May 1, 2025,  
Regular tuition \$110 each registrant May 2, 2025 and later.  
Prepaid by CC/Debit Cards, Checks and PO's accepted

Class size is limited, register early below.:

**Register online below left Call 800-331-8025 Email: [vanmeterassociates@att.net](mailto:vanmeterassociates@att.net)**

Van Meter & Associates, Inc.  
PO Box 21313, Columbus, Ohio 43221  
[www.vmanet.com](http://www.vmanet.com)

Ph: 800-331-8025 Or Email: [vanmeterassociates@att.net](mailto:vanmeterassociates@att.net) to remove your email.