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## Tips for free fire guide

Thinkstock Forget about liquids. Lighter liquid gives food a funky smell and flavor, says Joe Carroll, owner of Fette Sau in Brooklyn, New York. The chimney starter opens the heat produced by a small fire at the bottom, up, just like a fire, allowing the embers to ignite the embers quickly, without funk. Step 1: Crumple a sheet or two of newspapers and place it at the bottom of the chimney starter. Place the starter on the grill. Step 2: Dump the charcoal in the chimney of starter Step 3: Squeeze the newspaper through and make sure that the smoke starts to come out of the top of the chimney. Step 4: Drink a beer. In 15 minutes, your coals will be ready. Using heatproof gloves, grip the handle and shake out the contents of the FN chimney into the grill. Start grilling. This content is created and supported by a third party and is imported to this page to help users provide their email addresses. You may be able to find more information about this and similar content on piano.io watch out for the latest daily buzz with the BuzzFeed Daily Newsletter! Last month, a column on best practices in recruitment, which emphasized the importance of replacing marginalized staff with excellent staff, sparked an interesting round of discussion. Isn't it true, asked one contributor, that most doctors tolerate marginal staff because it is less painful than firing them? In fact, it is. Firing someone is never easy, and it's especially hard for doctors. Sometimes, however, it is inevitable if you want to maintain the efficiency and morale of other employees as well as your own. Before you do this, however, make sure you have a legitimate reason, and collect as much documentation as you can. Enter all the final violations in the employee's permanent record and document all oral and written warnings. It's very important. You should be prepared to prove that your reasons for termination were legitimate. Former employees will sometimes charge for violations of a number of their civil rights. For example, federal law prohibits the dismissal of someone on the basis of race, gender, national origin, disability, religion or age (if an employee is over 40 years old). You can't fire a woman because she's pregnant or has recently given birth. Other illegal reasons include the affirmation of anti-discrimination rights, the refusal to conduct a lie detector test and the reporting of OSHA violations. Nor can you dismiss someone for refusing to commit an illegal act, such as filing false insurance claims, or for exercising a legal right, such as voting or participating in a political demonstration. You can't fire an alcoholic if he or she is not caught drinking at work, but many forms of illicit drug use are legitimate grounds for termination. Other laws may apply, depending on where you live. If you're in doubt, with your State Department of Labor or Fair Employment Office. If a fired employee claims that he or she has been fired for any of these illegal reasons and you have no compelling documents Resist the charge, you may find yourself defending your actions in court. If you expect such problems, you can ask the employee to sign a fluctuation of future litigation in exchange for a concession from you - such as an additional severance pay or a promise not to challenge the unemployment application. Also, consider adding Employment Responsibility Insurance (EPLI) practices to umbrella policies, since lawsuits are always an opportunity, despite all efforts to prevent them. If you have all your legal ducks in a row, don't hesitate. Get it with the first thing on Monday morning. If you wait until noon Friday (like many), you'll worry about a terrible task throughout the week, and a laid-off employee will stew about it all weekend. Explain the performance you expected, the steps you took to help fix the problems you saw, and the fact that problems persisted. Try to limit the conversation to a minute or two, have the final salary ready, and make it clear that a decision has already been made, so begging and pleading won't change anything. I was asked to share exactly what I'm saying, so what it's worth: I called you to discuss a difficult question. You know we weren't happy with your performance. We remain unhappy with this, despite all our discussions, and believe that elsewhere you can do better. So, today we are parting company, and I wish you the best of luck in your future endeavors. Here's your severance check. I hope there are no grudges. Of course, there will be insults, but it will not help. The point is to be quick, firm and decisive. Get it off and let everyone move on. Be sure to get all the keys to the office back - or change the locks if you can't. Reserve time are all important computer files, and change all your passwords. Most employees know more about them than you ever suspect. Finally, call the staff together and explain what you have done. They need to hear the real story from you, not some distorted version through the rumor mill. You don't need to explain your reasoning or divulge every detail, but explain how the termination will affect everyone else. Responsibilities must be shifted until a replacement is hired and all staff must understand that. If you are asked in the future to give a link or write a letter of recommendation for a fired employee, make sure that everything you say is truthful and well documented.Dr. Eastern Practices dermatology and Dermatology Surgery in Belleville, N.J. He is the author of numerous articles and chapters of tutorials and is a longtime monthly columnist of Dermatology News. Email him protected. September 11, 2006 6 min read Opinions expressed by Entrepreneur contributors are their own. Sacking an employee -- looking someone straight in the eye and them that they no longer have a source of income - this is one of the hardest things you will ever have to do as a business owner. It's This. as strongly on a person, giving bad news as it is to the person receiving it. And yet it still needs to be done, especially if you have someone who is poisoning well and bringing the whole business down with them. Assuming that this person is of their choice an employee - someone who does not have an employment contract that guarantees employment for a certain period of time - here are ten tips to help you remove bad apple cancer from your business from zero to low risk of being sued for wrongful termination.1 Check your past reviews. If you give this employee glowing performance reviews and enhancement every year, they will understandably be shocked when you call them to your office and give them a boot. Look back at your relationship with this employee and if you've been sending them too positive signals, don't fire the employee immediately! Instead, start changing the signals and let them know, in non-erome terms, that they don't live in Kansas anymore. 2. Warn them. Sit down the employee in your office, explain that you are unhappy with their work, and give them a limited period of time (I would suggest 30 days) to turn things around. Make it very clear that if they continue to fill the gap with their bad behavior, you will have no choice but to terminate them immediately. Prepare a memo for a file detailing what you said to the employee.3. Focus on specific behavioral goals. Give the employee a list of behaviors that you find unacceptable and tell them exactly what they need to do to get back to your grace. Don't let an employee drag you into a discussion that focuses on anything other than what you've just covered. The fire is at the beginning of the week and never on Friday. Assuming the employee doesn't turn things for the better, fire them at the beginning of the work week. Never wither someone on Friday because then they can stew about it over the weekend and come to work next Monday ready to fight, or even worse. Make it short, sweet and to the point. Don't get caught up in the employee's emotions - having a Kleenex box is convenient on your desk. Have a witness during the meeting in case the employee threatens retribution. Then move on to the following steps: Tell the employee that they are retiring and when they should leave the office. Explain that the dismissal is for a reason, but avoid details about the reasons for the termination. You don't want to start an argument. Just point out that the employee has not achieved the goals that you wanted to achieve in their latest performance review. If an employee objects or becomes defensive, just say: I'm sorry, but my mind is done. Explain how much severance (if any) you will provide and what other benefits they will be entitled to after they leave your job. Explain to them what you will say if someone calls and you have a link to work. Make sure you spoke to an employment law attorney first and and precise language agreed.6 Don't let the employee linger. If there is no urgent reason to keep the employee around for a few days, tell them that they should leave the business premises immediately, after a short stop on the table, to pick up any personal belongings. Accompany the employee to the door so that the employee is not able to steal company files, trash any computer data or change any computer passwords without your knowledge. Better yet, there's another employee to change them while another employee is in your office, so they can't go back to their desk and wreak havoc with your computer system. Collect all the company's office keys and credit cards that this employee may have.7. Ask for a release and give the employee an incentive to sign it. If an employee is a minority, a woman or over 40 years of age, I would recommend asking them to sign a liability exemption. Don't draft this yourself - there's a very specific wording the release form should contain in order to be held up in court, especially if the employee is likely to claim age discrimination. Your employment law lawyer draft the required release before the interview is released - it should only take about an hour of lawyer time. Offer the employee something in exchange for signing the release, according to the following lines: You will be entitled to severance pay for one week, Mary, but if you sign this release form, I will be happy to extend this to three weeks. Talk about it with your lawyer if you like and let me know what you decide to do. You can't force an employee to sign an exemption, but you can give them a strong incentive to do so. In addition, allowing an employee to speak with your lawyer indicates that you are not worried about being sued.8 Promptly reassign the terminated duties of the employee. As soon as an employee leaves the premises, call the other employees together, tell them that the employee no longer works for the company (but avoids providing details), and reassign their responsibilities to other employees. This will prevent the launch of a rumor factory and inculcate any negative phone calls or emails they may receive from a fired employee.9 Do not fight the worker's claim for unemployment benefits. If you do, there will most likely be a hearing that will be transcribed by the court's stenographer. No matter what you say during the hearing, your former employee will most likely be awarded a benefit anyway, and if you say one thing out of line, you just gave your

former exhibit employee in their lawsuit for wrongful termination. And the most important advice... 10. Get a job. There is only one thing worse than firing an employee who can become emotional, angry or violent, and it is not dismissing them. Holding on to which doesn't perform or wreak havoc with your business poisons your workplace in two ways: It allows harmful behavior to continue, and it sends signals to other employees that they can get similar behavior. Firing an employee is tough and there is no guarantee that you will not be sued no matter what you do, but if it is to be done, you and yourself and your business are a great disservice, postponing the inevitable. Inevitably.

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