



**EMPLOYMENT LAW ALLIANCE®**

*Helping Employers Worldwide®*

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**Free 90-Minute Webinar**

**Caution Advised:**

**Federal and State Laws Regulating Pre-Employment Screening and Safe Hiring**

**Wednesday, March 3, 2010**

**3:00-4:30 p.m. EST**

**2:00-3:30 p.m. CST**

**1:00-2:30 p.m. MST**

**12:00-1:30 p.m. PST**

**11:00 a.m. -12:30 p.m. AKST**

**10:00-11:30 a.m. HST**

Failure to exercise diligence when hiring new employees can result in workplace violence, fraud, embezzlement and the legal and financial nightmare that can come from hiring someone with a false credential or who is not qualified. To avoid bad hiring decisions, employers increasingly turn to pre-employment background screening as a risk management tool.

The session will provide an overview of the latest legal issues triggered when conducting pre-employment screening in the United States. We will offer practical insight on how employers may conduct legally compliant screening programs that ensure that they hire a safe and qualified workforce and avoid claims from job applicants that their legal rights were infringed. Speakers will focus on:

- Negligent hiring and how to avoid it
- Following the federal Fair Credit Reporting Act (FCRA) in four easy steps
- The impact of state laws on background checks
- The pros and cons of using credit report
- Avoiding claims of discrimination when using criminal records and other screening tools
- The pitfalls with using the Internet and social networking sites to screen applicants
- The Americans with Disabilities Act and background checks including worker' compensation records
- Auditing your hiring program: Obtaining a due diligence report card.
- Minimizing the risk of workplace violence

## Who Should Attend?

The webinar is an invitation-only event exclusively for clients of ELA member law firms. The information presented will be of particular interest to:

- In-house Counsel
- Human Resources Professionals
- Risk Managers
- Internal Auditors
- Corporate Security Officers
- Corporate Compliance Officers
- Business Owners
- Other members of management who conduct or oversee pre-employment background checks

## Speakers

- Michael Porter, Moderator, Miller Nash LLP, Portland OR
- Jude Biggs, Holland and Hart LLP, Boulder, CO
- Michael A. Blickman, Ice Miller LLP, Indianapolis, IN
- Mary E. Funk, Nyemaster, Goode, West, Hansell & O'Brien, P.C., Des Moines, IA
- Sue "Corky" Erwin Harper, Nelson Mullins Riley & Scarborough LLP, Columbia, SC
- Lester S. Rosen, Employment Screening Resources, Novato, CA

## CLE Credit

The Employment Law Alliance is not able to offer CLE credits at this time; however, for states that will accept it, we will gladly provide a Certificate of Attendance.

## About the Employment Law Alliance

The Employment Law Alliance is the most comprehensive network of labor and employment attorneys in the world. Our network of over 3,000 attorneys provides employment and labor expertise in all 50 U.S. states and in more than 300 cities in over 110 countries around the globe. ELA members work closely together to ensure that their clients' legal matters are handled seamlessly wherever they do business. The ELA provides a smarter, more efficient and effective alternative to using a single multi-state or multi-national law firm. For more information about the ELA, please visit: [www.employmentlawalliance.com](http://www.employmentlawalliance.com).

## Register

To register, please go to: [www.employmentlawalliance.com](http://www.employmentlawalliance.com) and click the links in the box on the right entitled, "Employment Law Webinars."

## Questions?

For additional information or questions, please contact Linda Henderson at the Employment Law Alliance ([leh@employmentlawalliance.com](mailto:leh@employmentlawalliance.com)).

**The audio and power point slides from this webinar will be posted on the ELA website within 48 hours of completion. If you are unable to attend the "live" session, we invite you to listen via the website.**