

You are cordially invited to attend this complimentary workshop sponsored by [Liberty Benefit Insurance Services](#)

Pre-employment Background Screening-Trends, Legal Developments and Best Practices



Pre-employment screening has become a mission critical risk management tool. In this session, review legal developments as well as the newest trends and best practices.

Employees are typically a firm's biggest financial investment as well as a large source of potential risk. Just one bad hire can result in a legal and financial nightmare, including workplace violence, theft and unqualified employees. Negligent hiring is one of the fastest growing areas of employment litigation.

Your organization counts on you to hire and retain the best employees for your company and to create and maintain a productive and safe workplace. One effective strategy for doing that is to conduct background checks - if you know how to conduct them thoroughly and legally.

SHRM's 2005 Reference Checking Survey says, "More Than 70 Percent of HR Professionals Say Reference Checking is Effective in Identifying Poor Performers".

(Alexandria, Va., February 3, 2005)—Nearly 40 percent of HR professionals report that over the last three years they have increased the amount of time spent on reference checking for potential employees, according to the survey released by the Society for Human Resource Management (SHRM.).

"Being able to identify unqualified candidates during the recruiting process saves organizations time and money," said Susan R. Meisinger, SPHR, president and CEO of SHRM. "Employees provide the competitive edge for a successful business, making it critically important for organizations to be able to recruit the right people. With new technologies, reference and background checking has become easier to conduct and increasingly more important to organizations who want to get a complete picture of the job candidates they consider hiring."

In this session you will learn:

- ✓ Legally compliant best practices to keep a business productive and out of court,
- ✓ How to obtain and utilize criminal records and background information on job applicants
- ✓ Get updated on recent legal developments including privacy concerns.
- ✓ Review best practices and the next cutting edge trends in background checks.

Two Dates & Two Different Locations

<p>Tuesday, May 16, 2006 Evening Program ☞ Register by May 14th Time: 5:00 p.m. to 8:00 p.m.</p> <p>Meeting Location: Child Advocates 509 Valley Way Building 2 Milpitas, CA 95035 (408) 573-5600 http://www.advocates.org</p>	<p>Tuesday, June 20, 2006 Morning Program ☞ Register by June 16th Time: 8:00 a.m. – 11:00 a.m.</p> <p>Meeting Location: Menlo College 1000 El Camino Real Great Room in Russell Center Atherton, CA 94027 (800) 556-3656 http://www.menlo.edu/</p>
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Who Should Attend:

- HR professionals, Staffing and Recruiting professionals, managers, supervisors and small business owners

Take-Away Tools:

- Handouts include guidelines on how to engage in the "interactive dialogue" with an employee with disabilities to determine what form of accommodation would be appropriate.

Register online at Liberty Benefit Insurance Services:

<http://www.libertybenefit.com/registration/regform.html>

Questions may be directed to:

Jenny Vonderwerth

(408) 414-1091

jvonderwerth@libertybenefit.com

Presenter: Lester S. Rosen is an Attorney at Law and President of Employment Screening Resources (www.ESRcheck.com), a national background screening company located in California. ESR was rated as the top screening firm in the US in the first independent industry study. He is the author of, "The Safe Hiring Manual-- Complete Guide to Keeping Criminals, Imposters and Terrorists Out of Your Workplace." (512 pages-Facts on Demand Press), the first comprehensive book on employment screening. He is also a consultant, writer and frequent presenter nationwide on pre-employment screening and safe hiring issues. He has qualified and testified in the California Superior Court as an expert witness on issues surrounding safe hiring and due diligence. His speaking appearances have included numerous national and statewide conferences.



REGISTRATION FORM

Pre-employment Background Screening-Trends,
Legal Developments and Best Practices

How To Register:

Print and Complete this registration form, or submit your registration online:

Click Here: > http://www.libertybenefit.com/registration/regform.html

Mail your Registration Form to:

Liberty Benefit Insurance Services
Attn: Background Screening Workshop
5446 Thornwood Drive, Suite 200
San Jose, CA 95123

Or send Registration Form by

eFax to: (408) 516-5228

Choose the Date - Check One:

- Tuesday, May 16, 2006: 5:00 p.m. - 8:00 p.m.
Tuesday, June 20, 2006: 8:00 a.m. - 11:00 a.m.

Choose the Location - Check One:

- Child Advocates/Milpitas - EVENING PROGRAM
Menlo College/Atherton - MORNING PROGRAM

PLEASE PRINT CLEARLY

Your Name:

Your Title:

Company Name:

Company Address:

City:

State: Zip:

Company Type: Public or Private (circle one)

Business Phone: () - Ext.:

E-mail:

Fax Number: () -

Meeting Time Preference (check only one):

- Mornings, breakfast meetings
Lunch 'n Learns
Evenings

Company Size (# of employees)

- 1 - 49
50 - 99
100 - 199
200 - 499
500 - 999
1000+

As we plan our calendar for 2006, we want to continue to meet your needs. Please tell us your future topic ideas:

I am unable to attend this workshop, please notify me of future sessions.

How did you hear about the seminar or workshop?