

---

## Employee Screening in the Era of Ban the Box

---

January 22, 2015

Humareso, Flaster Greenberg

Business owners, managers and HR professionals are invited to attend a complimentary program, offered by Flaster Greenberg and Humareso, that will examine developments in employee screening and include an exploration of New Jersey's Opportunity to Compete Act—more commonly known as “Ban the Box.” Attendees of this interactive session will discover hands-on approaches to developing screening practices that serve their organizations. Topics include:

- A new law in New Jersey limiting when and how employers can inquire about a job candidate's criminal history
- Liability loopholes that arise from using social media to recruit
- Navigating the screening and hiring landscape with the wealth of resources all-too-easily available through social media and how to use them responsibly
- Planning for legal issues that may surface when personal characteristics such as a candidate's race, age, marital status, religion, sexual orientation or union membership are revealed
- Issues employers should consider when deciding who to hire—an older, over-qualified applicant or a less-qualified younger applicant who may be a better “fit” for the job
- In light of Ban the Box, what are the practical steps for hiring and its process that have to be adhered to?
- Encouraging evaluation of the limitations placed on candidates with criminal history; how far back is too far? Does it matter, really?
- Fear in hiring—Who is in control? An affirmation of the job duties and description serving as ground zero
- Training of managers/supervisors who are involved in the hiring process—Who is doing it?
- Use of other assessments in hiring—skills, personality, etc.—and their reliability and validity

### Date:

Thursday, January 22, 2015

### Time:

8:00 a.m. Registration, breakfast

8:30 – 10:00 a.m. Program

### Speakers:

- Adam Gersh, Shareholder, Flaster Greenberg PC
- John Baldino, President, Humareso

*Continued*

---

**Location:**

Flaster Greenberg PC  
1810 Chapel Avenue West  
Cherry Hill, NJ 08002

**Credits:**

1.25 HRCI credits will be available.

**ATTORNEYS MENTIONED**

Adam Gersh