



EMPLOYMENT LAW ALLIANCE®

*Helping Employers Worldwide®*



GOLDMAN ANTONETTI & CORDOVA, P.S.C.  
ATTORNEYS AT LAW

## Free Webinars:

### Conducting an Effective Internal Investigation- A Global Perspective

Tuesday, October 27, 2009

Wednesday, October 28, 2009

#### Session I: October 27, 2009

- 4:00 p.m. GMT
- 12:00 p.m. EDT
- 11:00 a.m. CDT
- 10:00 a.m. MDT/9:00 a.m. PDT
- 5:00 p.m. Central Europe Time

#### Session III: October 28, 2009

- 12:00 p.m. GMT
- 1:00 p.m. Central Europe Time
- 2:00 p.m. Johannesburg
- 2:00 p.m. Dubai
- 3:00 p.m. Riyadh

#### Session II: October 28, 2009

- 4:00 a.m. GMT
- 6:00 pm Hawaii (HAST)
- 12:00 p.m. Singapore/Hong Kong
- 2:00 p.m. Melbourne
- 2:00 p.m. Dubai
- 5:00 p.m. Auckland

**(Please check your own local time zone to  
determine the correct correlation  
to the start times.)**

Conducting internal investigations of employee conduct has been common practice in the U.S. for years, and is only recently becoming a world-wide phenomenon. When grappling with a claim of harassment, discrimination, theft, retaliation, or workplace violence, a multi-national company needs to ensure that its investigation is handled consistently from jurisdiction to jurisdiction and is thorough and professional; otherwise, it faces a real prospect of expensive litigation and significant liability. This webinar will focus on the most important issues that arise from conducting an investigation anywhere in the world, including:

- Standard of proof – how much evidence you need to decide if misconduct occurred
- Whether the accused has the right to remain silent, to counsel, or to a union representative
- The concrete skills that investigators must possess
- How to obtain meaningful information from the accused and reluctant witnesses
- Addressing concerns about retaliation and confidentiality
- How to arrive at a conclusion that will withstand a legal challenge

## **You Are Invited to a Free Webinar**

To help you and your colleagues better understand these important employment law-related issues, please join us for this informative webinar. Please check your own local time zone to determine the correct correlation to the start times.

The audio and power point slides from these webinars will be posted on the ELA website within 48 hours of their completion. If you are unable to attend the “live” session, we invite you to listen via the website. Note: you will need to create an account on the ELA website if you have not already done so; please follow the instructions for registering when you click the link to whichever program you would like to listen.

## **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
- Business Owners
- Other members of management who conduct or oversee internal investigations

## **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.

## **Speakers for Conducting an Effective Internal Investigation**

- Stephen J. Hirschfeld, CEO of the Employment Law Alliance and Partner, Curiale Hirschfeld Kraemer LLP, San Francisco, CA. -- Moderator
- Gregory J. Heywood, RoperGreyell LLP, Vancouver, British Columbia, Canada
- Phillipa Muir, Simpson Grierson, Auckland, New Zealand
- Stephen Price, Corrs Chambers Westgarth, Melbourne, Australia
- Stephen Sayer, Said Al Shahry Law Offices, Muscat, Sultanate of Oman
- Eve Hawa Sinare, Rex Attorneys, DAR ES SALAAM, Tanzania
- Enrique M. Stile, Marval, O'Farrell & Mairal, Buenos Aires, Argentina
- Claire Toumieux, Flichy Grangé Avocats, Paris, France
- Francis Xavier, Rajah & Tann, Singapore

## **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 105 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 for any of these webinars, 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)).