



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

ALL CLIENTS AND FRIENDS:

I am writing to invite you to a free 90-minute *webinar* sponsored by the [Employment Law Alliance](#) entitled, “Can Employers Demand to See Employees’ and Applicants’ Facebook Pages?” The attached announcement describes the program more fully, including the specific issues that the speakers will address.

You are welcome to share this invitation with as many of your colleagues as you want. Since registration is per site, only one person needs to register if you will be in the same room listening together. If you will be in different offices or in different locations, each person will need to register. You will listen to the webinar and view the PowerPoint slides via your computer, so please be sure you have that capability (links and instructions for downloading any software will be included in your registration confirmation).

As you may know, by virtue of our membership in the Employment Law Alliance, we have the capability and resources to handle all of your employment and labor law needs in every US state and in more than 125 countries.

One of the benefits we provide to our clients is free access to the ELA’s Global Employer Handbook. This one-of-a-kind online resource provides practical information on hiring and firing, pay and benefits and all other key employment and H.R. law issues throughout the world. If you haven't yet registered to use this service, I encourage you to do so. I know you will find it useful.

To register, please visit: www.employmentlawalliance.com; on the right side of your computer screen, under “Webinars,” click the link to register.

If you have any questions about the issues that will be presented or the details of registering, please let me know, or you can contact Linda Henderson at the Employment Law Alliance at: leh@employmentlawalliance.com. I strongly encourage you to take advantage of the opportunity to attend this program.

Sincerely,

A handwritten signature in black ink, appearing to read 'Luis F. Antonetti', is written in a cursive style.

Luis F. Antonetti
Shareholder and Director of the
Labor and Employment Law Department



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

You are invited to a Free 90-Minute Webinar

Thursday, July 12, 2012

Local Starting Times:

**Can Employers Demand
to See Employees' and
Applicants' Facebook Pages?**

3:00 - 4:30 p.m. US EDT

2:00 - 3:30 p.m. US CDT

1:00 - 2:30 p.m. US MDT

12:00 - 1:30 p.m. US PDT

Recent press reports indicate that many employers are beginning to require job applicants to disclose their login information and passwords in order to access Facebook accounts and other private information contained in various forms of social media. They are doing this in large part out of frustration due to resume fraud, an inability to obtain meaningful references, and concerns over allegations of negligent hiring. These practices raise a number of significant privacy concerns and legal issues. This session will provide a national perspective on issues including:

- Why employers are seeking to obtain this information
- A review of current federal and state laws triggered by these practices
- An overview of proposed federal legislation and state laws being considered around the country
- How this practice may affect your corporate culture and ability to recruit the best and brightest from among the Millennials
- Alternative methods for obtaining meaningful applicant information

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
- Corporate Executives and Business Owners

CLE/HRCI Credit

The Employment Law Alliance is not able to offer CLE/HRCI credits; however, for states that will accept it, a Certificate of Attendance will be posted with the other webinar materials immediately following the webinar for you to download as needed.

Speakers for “Can Employers Demand to See Employees’ and Applicants’ Facebook Pages?”

- **Margaret (Molly) DiBianca**, Partner, Young Conaway Stargatt & Taylor, LLP, Wilmington, DE
- **Stephen J. Hirschfeld**, CEO, Employment Law Alliance and Partner, Curiale Hirschfeld Kraemer LLP, San Francisco, CA
- **Angela Rud**, Principal, Gray Plant Mooty, Minneapolis, MN
- **Kara E. Shea**, Attorney, Butler, Snow, O'Mara, Stevens & Cannada, PLLC, Nashville, TN

Register

To register for this webinar, go to: www.employmentlawalliance.com and click the “register now” link in the webinar box on the right side of your screen. Please make note of the starting time in your local time zone.

If you plan to listen in the same room with other colleagues, only one person per site needs to register.

About the Employment Law Alliance

The [Employment Law Alliance](http://www.employmentlawalliance.com) is the most comprehensive network of labor and employment lawyers in the world. Our members provide employment, labor, and immigration expertise in more than 135 countries around the globe and all 50 U.S. states. They work closely together to ensure that their clients’ legal matters are handled seamlessly wherever they do business. We provide 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.

Questions?

For additional information or questions about this webinar, please contact Linda Henderson at the Employment Law Alliance (leh@employmentlawalliance.com).