

**Thursday,
February 18, 2010**

The Rittenhouse Hotel
210 West Rittenhouse Square
Philadelphia, PA 19103

8:30-9:00 a.m.
*Registration and
Hot Breakfast Buffet*

9:00 a.m.-11:00 a.m.
Program

Cost
\$45 per person

Who Should Attend the Seminar:

In-House Counsel
Human Resources
Professionals

Business Owners
CEOs, COOs, CFOs

Risk Managers

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Social Networking Websites: Employment Law Pitfalls

Do's and Don'ts in the Workplace

The use of social and professional networking websites, such as Facebook®, MySpace®, and LinkedIn®, has exploded. Employers are increasingly tapping into these sites to learn about job applicants and current employees — and using that information to make important employment decisions.

Businesses that use social networking sites to research current and prospective workers must balance their interest in conducting a thorough background check against the legal rights of applicants and employees.

Employers who use or want to use information from such sites must be prepared to evaluate the benefits of obtaining information this way against the potential liabilities for its misuse. Employers should also develop effective employment policies involving the use of social networking sites.

Benefits:

- What information from social networking websites can employers legally use when making employment decisions?
- How can businesses balance their duty to conduct due diligence background checks on applicants and employees against their duty not to discriminate in employment decisions?
- What are the best practices for companies to develop and implement policies regarding the use of social networking sites in employment decisions?

Continued on reverse

About the Speakers:

Wayne E. Pinkstone is a partner in the Philadelphia office. His employment counseling and litigation practice enables him to effectively counsel clients in the manufacturing, service, retail, technology and financial industries across the full spectrum of labor and employment law. Wayne's practice focuses on defending a wide variety of employment-related lawsuits in federal, state and administrative courts involving claims of discrimination, sexual harassment, wrongful discharge, breach of contract, employment torts and whistle-blower claims; helping clients comply with the Americans with Disabilities Act, Occupational Safety and Health Act and Family Medical Leave Act, as well as federal and state anti-discrimination laws and wage and hour laws; creating and implementing employee handbooks, personnel policies and procedures and effective hiring practices; advising clients on employee discipline, discharge, attendance and counseling issues; dealing with disputes concerning restrictive covenants and trade secret issues and assisting companies with the creation of non-competition, non-solicitation and non-disclosure agreements, and drafting employment contracts and separation agreements.

Michael R. Galey is an associate in the Philadelphia office. He concentrates his practice on defending employers against employment related claims and advising clients on personnel management and statutory compliance issues. He is routinely involved in defending employers in matters in which former employees have alleged race, national origin, age, disability, gender, and other discrimination claims as well as claims against employers for sexual harassment, breach of employment contract, defamation, and wrongful termination.

Registration

Registration and Hot Buffet Breakfast: 8:30-9:00 a.m.; Seminar: 9:00-11:00 a.m.

Cost: \$45 per person or \$40 per person if two or more individuals from the same organization attend. Space is limited.

Cancellations must be received no later than February 11, 2010 in order to be eligible for a refund.

Please enclose payment and mail, fax or email registration to

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