



## **HR Privacy 2004: Managing the New Challenges**

Presented by *Privacy & American Business*, *IHRIM* and *HR Privacy Solutions*  
May 26-27, 2004, Wyndham Washington Hotel, Washington, D.C.

### **PROGRAM**

#### **Wednesday, May 26, Vista Ballroom A-C**

**8:00 – 9:00**      ***Continental Breakfast and Registration***

**9:00 – 9:15**      ***WELCOME, INTRODUCTION TO CONFERENCE***

- Dr. Alan Westin, President & Publisher, *P&AB*
- Dr. Donald Harris, President, *HR Privacy Solutions*
- Carla Gracen, Chair, *IHRIM's Privacy & Security SIG*

**9:15 – 10:30**    ***ID THEFT AND THE ROLE OF EMPLOYERS***

**Chair:** Dr. Alan Westin, President & Publisher, *P&AB*

**The FTC's Program for Combating ID Theft** [or other title]

- Joanna Crane, ID Theft Division, FTC

**What Employers Should be Doing About ID Theft**

- Nevin Maffett, Partner, Application Outfitters; *IHRIM's Privacy & Security SIG*

**Insider Fraud Hits HR**

- Thomas Oscherwitz, Director of Government Relations and Privacy, ID Analytics

**10:30 – 11:00**    ***HIPAA AND MEDICAL PRIVACY IN EMPLOYMENT***

**HIPAA for Employers: From Privacy to Security**

**Chair:** Jon Neiditz, Counsel, Hunton & Williams

**Employee Privacy and Company Health Services**

- Pearl Zuchlewski, Partner, Goodman & Zuchlewski

**11:00 – 11:15**    ***Break (15 minutes)***

**11:15 – 12:00**    ***NEW AND EMERGING INTERNATIONAL REQUIREMENTS***

**Chair:** Barry Hurewitz, Senior Partner, Hale and Dorr LLP

**Complying with PIPEDA, Canada's New Privacy Law**

- Ian Turnbull, Managing Partner, Laird and Greer
- Global HR Privacy Round-Up: Japan, Latin America, Hong Kong, India**
- Dr. Alan Westin

**12:00 – 1:15    *ENSURING PRIVACY IN OUTSOURCING***

**Chair:** Brian Tretick, Principal, Ernst & Young

**How the BITS Privacy Framework Helps With Outsourcing**

- Faith Boettger, Senior Consultant, BITS

**The Legal Issues Behind Outsourcing**

- Amy Yates, Privacy Compliance Officer, Hewitt Associates

**A Look at Outsourcing Privacy Issues From Both Sides**

- Sarah Seabury, HR Director, Process Redesign (Privacy), ACS Global HR Solutions
- Jon Neiditz, Counsel, Hunton & Williams

**Nuts and Bolts and Stumbling Blocks: What Should Be In An Outsourcing Agreement**

- Charles H. Kennedy, Partner, Morrison & Foerster

**1:15 – 2:15    *Networking Luncheon***

**2:15 – 3:00    *HR AND PRIVACY IMPLICATIONS OF SARBANES-OXLEY***

**Chair:** Michael Herrinton, Partner, Technology & Security Risk Services, Ernst & Young

- Frances Marbury, Senior Manager, Human Capital, Ernst & Young
- Joanne Myles, Director, Human Resources, BearingPoint
- Michael Breon, CPA & Manager, Retirement Plans, Total Compensation, Hershey Foods

**3:00 – 3:15    *Break (15 minutes)***

**3:15 – 4:00    *MEETING THE CHALLENGE OF THE EU DATA PROTECTION DIRECTIVE***

**Chair:** W. Scott Blackmer, Partner, Potter Group Legal Services

**Safe Harbor, Model Contracts, and Other HR Data Options: A Scorecard**

- Dr. Don Harris, President, HR Privacy Solutions

**Binding Corporate Rules: The Newest Compliance Alternative**

- Alfred Büllesbach, CPO, DaimlerChrysler

**Corporate Rules and Developments in Germany**

- Christoph Klug, Managing Director, German Association for Data Protection and Data Security

**4:00 – 4:30    *CASE STUDY: BUILDING PRIVACY INTO PRACTICE***

**Chair:** Lorrie Sherwood, Executive Director, *P&AB*

**How HP Manages HR Data Access & Privacy in 104 Countries**

- Cherri Gillmore, Americas Employee Data Privacy Manager, Hewlett Packard

**Sunrise Medical: A Step-by-Step Compliance Strategy**

- Curtis Moore, Staff Attorney, Sunrise Medical

**4:30 – 5:00      *PRIVACY PERILS IN ONLINE RECRUITMENT***

**Chair:** Dr. Don Harris, President, HR Privacy Solutions

**It's 10 PM. Do you Know Where Your Data Is?**

- Pam Dixon, Executive Director, World Privacy Forum

**5:00 – 7:00      *RECEPTION: Tower Lounge*  
Co-Sponsored by ACS and Oracle**

**Thursday, May 27, Vista Ballroom A-C**

**8:00 – 9:00      *Continental Breakfast***

**9:00 – 9:30      *PRIVACY CODES OF PRACTICE FOR EMPLOYERS***

**Chair:** Dr. Don Harris, President, HR Privacy Solutions

**The UK Experience with an HR Code of Practice**

- David Smith, Assistant Information Commissioner, UK

**9:30 – 10:30      *BACKGROUND INVESTIGATIONS AND EMPLOYMENT CHECKS:  
NEEDS AND RISKS***

**Chair:** Robert Belair, Partner, Oldaker, Biden & Belair

**Background Investigation Issues for Employers**

- Oscar Marquis, Partner, Oldaker, Biden & Belair
- Michael E. Smith, V.P. of Marketing, Talx
- Jesse Bacon, Vice President and General Counsel, Kroll Background Screening Group

**10:30 – 10:45      *Break (15 minutes)***

**10:45 – 11:15      *CORPORATE SECURITY & PRIVACY: TENSIONS AND SYNERGIES***

**Chair:** Joseph Alhadeff, Chief Privacy Officer, Oracle

- Heather Shaw, Director of E-Business, U.S. Council for International Business

- Louis Carpenito, V.P. of Information Security and Business Strategy, Symantec
- W. Scott Blackmer, Partner, Potter Group Legal Services

**11:15 – 12:15 CASE STUDIES: BUILDING PRIVACY INTO PRACTICE**

**Chair:** Robert Lupp, Director, Compensation & Benefits, Bayer Cropscience

**Boeing's Worldwide Employee Privacy Initiative**

- Mark Hartman, Manager, The Boeing Company

**Motorola's Virtual Privacy Office**

- Sarah Seabury, HR Director, Process Redesign (Privacy), ACS Global HR Solutions

**12:15 – 1:00 PRIVACY ISSUES FOR SOFTWARE DEVELOPERS AND VENDORS**

**Chair:** Carla Gracen, Chair, *IHRIM's Privacy & Security SIG*

**Designing Privacy into Software: Key Points**

- W. Scott Blackmer, Partner, Potter Group Legal Services

**What HRMS Software Vendors are Doing About Privacy**

- Neil Selvin, V.P. of Marketing, Approva
- Joseph Alhadeff, Chief Privacy Officer, Oracle

**1:00 – 2:00 Luncheon – Keynote Speaker**

**The Naked Employee: How Technology is Compromising Employee Privacy**

**Chair:** Dr. Don Harris, President, HR Privacy Solutions

- Frederick Lane, Author, *The Naked Employee*

**2:00 – 3:00 MONITORING EMPLOYEE USE OF E-MAIL AND THE INTERNET**

**Chair:** Dr. Alan Westin

**Monitoring Process & Policy**

- Zoe Strickland, CPO, United States Postal Service

**Tracking the Web-Surfing of 7 Million Employees**

- Bill Williams, Websense

**The Case for Treating Employees Fairly**

- Lewis Maltby, President, National Workrights Institute

**3:00 – 3:45 NEW PLAYERS, NEW APPROACHES IN EUROPE**

**Chair:** Dr. Don Harris, President, HR Privacy Solutions

**Employee Data Protection In The New EU States**

- Becky Burr, Partner, Wilmer Cutler Pickering LLP

**Developments at the CEN/ISSS Data Protection Workshops**

- Sarah Seabury, HR Director, Process Redesign (Privacy), ACS

**3:45 – 4:30**      ***DATA SECURITY, PHYSICAL SECURITY: KEYS TO PRIVACY***

**What HR Should Be Doing About Data Security**

**Chair:** Carl Bennett, Senior Consultant, Application Outfitters

**Could You Hold That Door For Me? and Other Social Engineering Fault Lines**

▪ Katie Walden, Principal Engineer, Computer Science Corporation

**Security Best Practices**

▪ Evan Hendricks, Editor/Publisher, *Privacy Times*

**4:30**              ***Adjourn***