



Security Threats and Employee Privacy – a Complicated Balancing Act



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Today's Agenda

- **Welcome and introductions**
- **Topics:**
 - The state of cyber security
 - Intentional and unintentional breaches; internal and external
 - New challenges created by personal devices and social media
 - Limits on employee screening and monitoring
 - Best practices; what you can, as an employer, prohibit
- **Questions and answers**



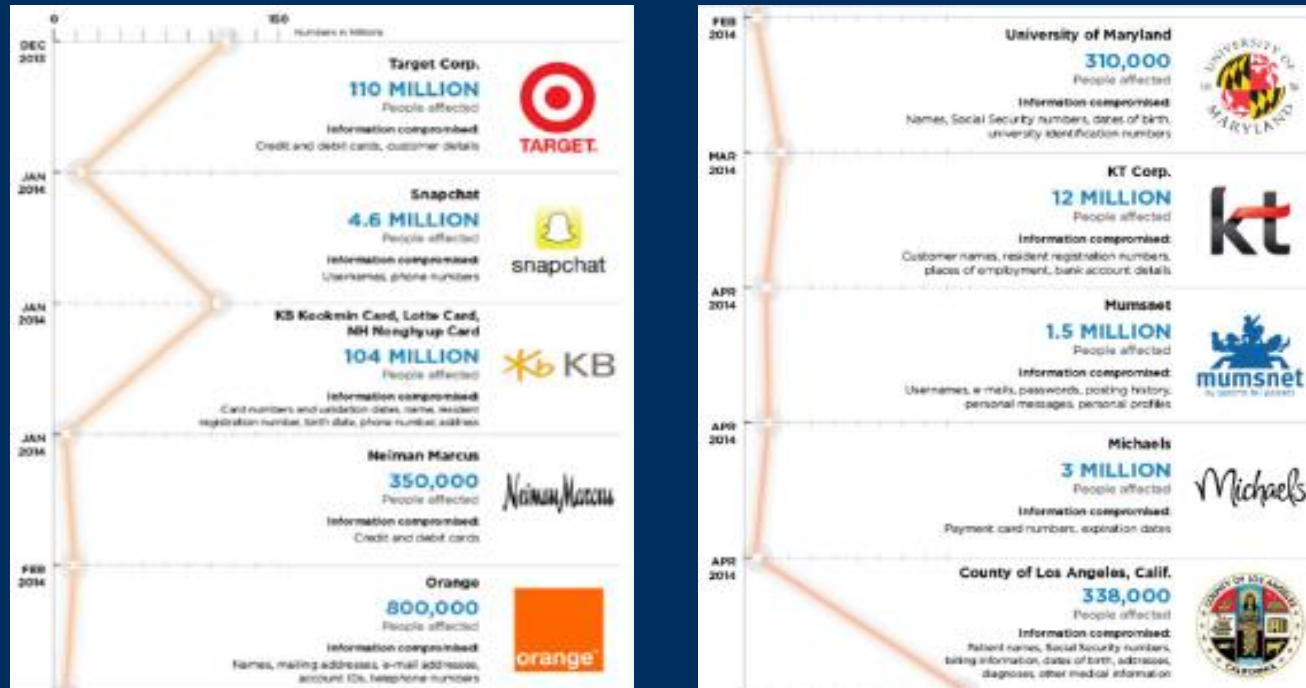
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The state of cyber security

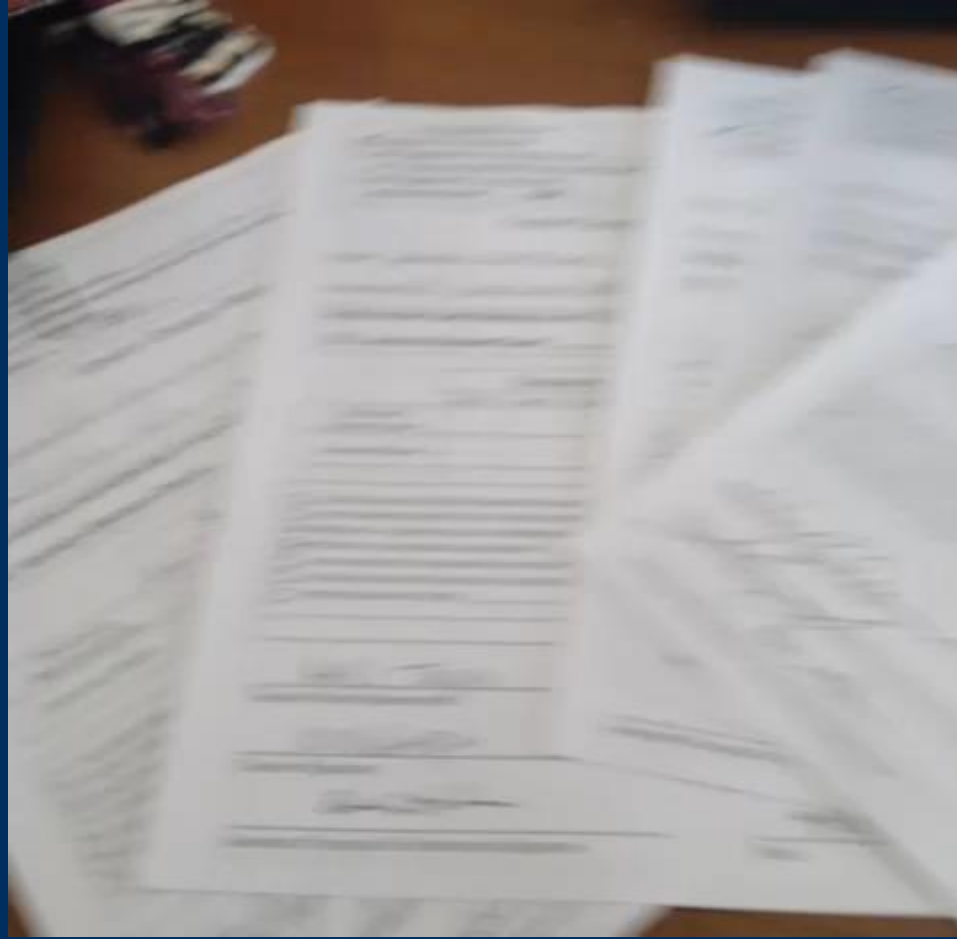
Starting with the high-profile Target breach last December, a string of major data breaches has affected every major business sector. Here's a timeline of some of the most significant breaches, based on when the company publicly acknowledged the incident:



The state of cyber security



Intentional and unintentional breaches; internal and external



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New challenges created by personal devices and social media

Social media landscape



New challenges created by personal devices and social media



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Limits on employee screening and monitoring



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Best Practices

- Code of Conduct policy
- Social Media policy
- Confidentiality and Inventions agreement
- “Walking the Talk”



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Today's Panelists

Heather Bearfield is a Principal at Marcum LLP in the Firm's Boston Office and serves as the National Technology Assurance Services Practice Group Leader. Ms. Bearfield's main focus has been around data security and CyberSecurity. Her engagements include vulnerability assessments, penetration testing, controls testing and social engineering.



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Today's Panelists



Jeffrey Dretler is an attorney in the Boston office of Fisher & Phillips LLP. He represents employers in state and federal courts and administrative agencies in cases involving discrimination, harassment, wrongful termination, retaliation, civil rights, and wage and hour issues.



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Today's Panelists

Patricia Hunt Sinacole is the CEO and Founder of First Beacon Group LLC, a Human Resources (HR) consulting firm that provides HR services to a wide variety of companies across New England. Pattie holds a BA from the University of Massachusetts at Amherst and an MBA from Babson.



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Today's Moderator



Ray Howell is the president of Howell Communications, a Boston-based public relations firm that provides crisis and reputation management, media training and other public relations services to both national brands and local institutions.



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Questions?

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